



D118.9:36/10  
✓

# all **VOLUNTEER**

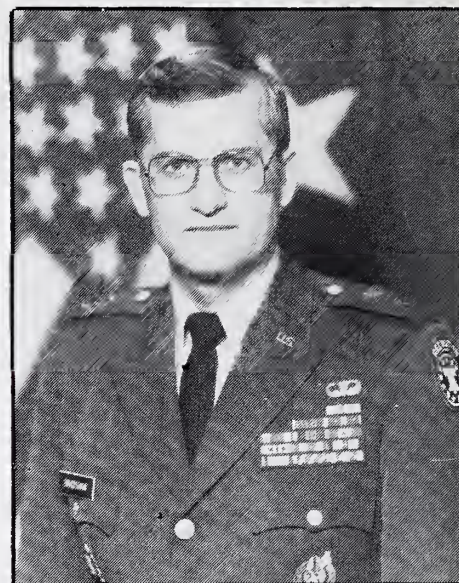
The Army's recruiting and retention professional magazine since 1919

**JANUARY 1984**



# Commander's Notes

---



Prospectors in search of precious minerals have played an important role in American history. So have Army recruiters.

Like the Gold Rush 49ers, Army recruiters work with leads that will bring rewarding returns. This month's *all VOLUNTEER* highlights the recruiter's "panning" or working the lead from contact through contract.

The first article features the sales presentation. Research has shown that demographic profiles, such as age or experience of a sales force, make little difference in predicting sales success. The most important things that make a salesperson successful are the ability to understand the product and market and the determination to use learned skills.

The Recruiting Management System is the second highlighted feature. This article explains the interrelationships of the individual systems designed for the Field Recruiter, Station Commander, and

Company and Battalion Commands.

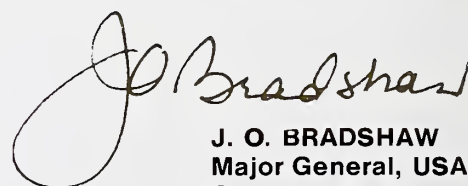
The Program Analysis and Evaluation Directorate (PAE) is highlighted in the third feature. PAE is constantly asking questions, and, what is more important, obtaining answers. They analyze yesterday's successes to be better prepared for tomorrow's challenges. This Directorate is a "thinktank" of researchers, analysts and experienced recruiters with the mission of insuring that the Command will be prepared for the future.

You know how important the prior service market is to the success of the Army Reserve mission. Historically, it has accounted for approximately 50 percent of our USAR mission. The fourth feature this month discusses the Prior Service Training (PST) Program. The PST was designed to help reduce MOS mismatch in Army Reserve units and should become a powerful recruiting option.

The new year is a year of opportunities for Army ad-

vertising: opportunities to interest high school juniors in the Army Reserve; opportunities to tie-in with the summer Olympic Games scheduled for Los Angeles in August; and the opportunity to continue informing college bound high school seniors and their parents of the Army College Fund. The final feature article previews advertising for 1984.

This is an important issue of the *all VOLUNTEER*. The featured articles are intended to help you perform your mission more effectively throughout the year. The knowledge and tools are available, just as they were for the prospectors of yore. Success in Providing The Strength will be measured by your ability as professionals to use your knowledge and tools.

  
J. O. BRADSHAW  
Major General, USA  
Commanding



Maj. Gen. J. O. Bradshaw  
CG, US Army Recruiting Command

Lt. Col. William A. Knapp  
Chief, Public Affairs, USAREC

Jack R. Muhlenbeck  
Deputy, Public Affairs

Master Sgt. Ray E. Harp  
NCOIC, Public Affairs

Sgt. 1st Class Dennis Kramp  
Acting Editor

Staff Sgt. Jerry Simons  
Carol Massar  
Assistant Editors

Len Trzeciak  
Art Director

Staff: Master Sgt. Stan Cordell, Sgt. 1st Class  
Bob Ross, Spec. 5 Roger Langer, Elizabeth  
Gerber and Jean Darlan.

#### CORRESPONDENTS

Virginia Stephanakis	1st Rctg Bde (NE)
Jill Snell	2d Rctg Bde (SE)
Sgt. 1st Class Dave Taylor	4th Rctg Bde (MW)
Julie Lehnis	5th Rctg Bde (SW)
Maj. John Lucas	6th Rctg Bde (W)

Permission is granted to reproduce any material appearing in the *all VOLUNTEER* except that which is marked copyrighted. Credit is requested on reprinted articles.

**DEADLINE** — Photos and articles due first each month two months prior to publication.

#### Phone:

C: 312-926-3918  
A: 459-3918

Published monthly by the Office, Chief, Public Affairs, U.S. Army Recruiting Command as a medium for the active exchange of ideas between persons involved in recruitment and retention for the United States Army. Use of funds for printing this authorized unofficial publication has been approved by Headquarters, Department of the Army, 10 September 1982. Second class postage paid at Milwaukee, WI and Highland Park, IL. Views and opinions are not necessarily those of the Department of the Army. Items of interest should be mailed to:

Commander  
U.S. Army Recruiting Command  
ATTN: USARCCS-PA (VOLUNTEER)  
Ft. Sheridan, IL 60037

all VOLUNTEER (USPS 305-870)  
\*Postmaster send address changes  
to address above.



# all VOLUNTEER

The Army's recruiting and retention professional magazine since 1919

**VOLUME 36**

**NUMBER 10**

**JANUARY 1984**

## FEATURES

Sales presentation .....	4
System assists all levels .....	8
The problem solvers .....	10
Prior service training .....	11
More promises to be kept .....	12
Recruiting for 'The Old Guard' .....	14
A movie star .....	20
'You got a friend' .....	22
'Operation handshake' .....	23
Maintaining order in the skies .....	24
Battalions hold conferences .....	26
Book reviews .....	27
1983 index .....	31

## DEPARTMENTS

Field File .....	16
USAREC Today .....	28
Diagnostic Test and Answers .....	30

## ABOUT THE COVER

*The prospecting scene was designed and photographed by Master Sgt. Stan Cordell.*





**R**ecruiters are familiar with the term "prospecting" as exploring an area, especially for mineral deposits. Daily, the field force prospects within designated areas to interest young Americans in the Regular Army and the Army Reserve.

As with the miner who prospects his claim, the recruiter is on a constant search for leads. But once these leads are obtained, the "panning", or working the lead through enlistment, is the recruiter's road to riches.

The following five articles featuring the sales presentation, the Recruiting Management System, USAREC's Programs, Analysis and Evaluation Directorate, Prior Service Training and the 1984 advertising campaign, take you from prospecting to being rewarded for your efforts. Each article contains information on many interrelated systems and various supporting programs. Your recruiting success relies heavily on how well you understand and deploy the information in these features.

# Exploring the successful sales presentation

by RO-Training Staff

Stretch your imagination. What do recruiters have in common with Christopher Columbus? Hint: Columbus probed the needs and interests of Queen Isabella, presented his FEBA (facts, evidence, benefits and agreement) effectively, overcame her objections and closed with her commitment of three ships complete with crews and provisions.

Got the answer? Like recruiters, who open new worlds to young people every day, Columbus was a salesman. The first step toward accomplishing his grand mission was a successful sales presentation. And that's the first step in a recruiter's accomplishment of mission too. So what makes a successful sales presentation?

Researchers have investigated that question and discovered, for one thing, that demographic profiles, such as age, sex or experience of the salesperson, made no significant difference in selling. What made the difference was the ability of the salesperson to recognize cues and use certain skills in controlling the sales presentation.

This and other findings of the researchers have been incorporated into a sales presentation for recruiters. It involves rapport, probing, prequalification, FEBA and closing. Let's look at each technique in detail to show how it affects the total sales presentation.

## Rapport

There is no "perfect" way to open a sales presentation, but it is important to begin immediately establishing open, flowing communication between the prospect and the recruiter. An opening comment, therefore, should build the credibility of the recruiter and at the

same time put the prospect at ease so he speaks freely about himself. This is rapport, and it is most often established by beginning with small talk and, later, keying on the prospect's responses.

A keen salesperson takes the necessary time to be genuine and sincere. Some make the effort to discover facts about the prospect, called pre-approach information, before meeting them for an interview. Some give a personal presentation item (PPI) such as a keychain, decal, ruler, pencil, calendar or poster to initiate contact and establish rapport.

---

## There is no "perfect" way to open a sales presentation.

---

The manual and the sales book techniques both rely heavily on the recruiter's ability to establish open and flowing communication by the force of his personality alone. When JOIN is used, the prospect sees and hears a highly professional segment about the Army and, because of his life-long exposure to television, is probably more convinced of the truth of the segment and interested in seeing and hearing more.

## Probing

Interviews that do not move beyond the questioning stage are not likely to succeed. That's why it's important to know how to formulate questions that will encourage the prospect to reveal his needs.

Prospect needs are the focal point of any sales interaction, and there is a direct relationship between sales suc-

cess and the number of different needs a salesperson is able to uncover. In the context of recruiting, a need can be defined as a desire or want that can be satisfied by the recruiter's product — service in the Army.

As an aid to formulating questions that will elicit response, the acronym **SMAATTRESS** is used in Army recruiting. The recruiter asks how, what, when or why questions in relation to **S**ervice to country, **M**oney, **A**chievement/advancement, **A**dventure, **T**raining, **T**ravel, **R**ecreation, **E**ducation, **S**atisfaction and **S**ecurity.

Successful probing in this way should take no more than seven minutes. The goal is to uncover needs, not to sell features or enter into lengthy discussions about those needs. The recruiter's job is to find what holds the prospect's interest or is a problem. Simply get the prospect to talk about himself and continue to talk about himself in terms that relate directly to **SMAATTRESS**.

Don't lose control of the interview or let the prospect ramble. Be an active listener. Take time to hear what the prospect has to say.

Be careful not to confuse problems or desires with real needs. A real need is something important enough to want to solve or satisfy. While problems or desires may be opportunities to sell, if they are not truly needs, they have no direct correlation with sales success, according to research data.

Many recruiters make the mistake of attempting to sell all the features during this step. Don't make this error. Listen carefully to the prospect's responses to each area of interest and then, with his help, determine the prospect's true needs. The two or



three areas in which the prospect is most interested compose the dominant buying motives.

Research indicates that while the number of needs can vary dramatically from interview to interview, it doesn't take many to make a sale. On average, uncovering slightly more than two different needs was found to be a good predictor that an interview would end in success. Simply telling a prospect about the features and benefits isn't enough. Success is directly related to the number of different needs the prospect expresses and the ability of the recruiter to respond with benefits that meet those needs.

A note of caution may be appropriate with regard to probing job and skill training. When probing job training, care should be taken to determine how important it is to the prospect and why it is important. Asking "what" job training a prospect needs is crossing the boundary lines and doing the guidance counselor's job. This pitfall can be avoided by determining if training is important, how important it is, and perhaps why it is important.

## Prequalification

After the needs of the prospect are determined, the recruiter must find out whether the prospect is eligible for service in the Army.

It is important that prequalification takes place at precisely this point of the interview. By now, the prospect feels comfortable and at ease in an open, flowing and friendly conversation and the recruiter has demonstrated his interest in the prospect. The groundwork has been laid for gathering private and personal information.

At this point, the prospect is more likely to take the recruiter into his

confidence and tell him about possible disqualifiers. He may also speak freely about additional qualifications, such as education, languages and equipment operator's licenses.

Conversely, if the prequalification is delayed, much valuable time may be lost to both the prospect and recruiter by making a successful sale to a person who cannot qualify mentally, morally or physically for service.

Now administer the Privacy Act statement. You're going to get personal data using the **APPLEMD-T**:

---

### *Prequalification saves valuable time.*

---

Age, Prior-service, Physical, Law violations, Education, Marital status, Dependents and Test scores.

Assuming the prospect qualifies, he is congratulated and informed that the recruiter can respond to his needs. Using the manual or sales book methods, data must be recorded with paper and pen or pencil, normally on the USAREC Form 200. JOIN, however, allows the recruiter to capture this information in the computer and later to produce an "automated 200 card."

## FEBA

With FEBA, the recruiter finally gets to do more than listen carefully and ask questions. During this step, he presents his product — the United States Army.

The sequence used first presents

facts and evidence about the specific areas of interest identified as most important to the prospect. Usually, the least important is presented first; the most is saved for last. The prospect is shown through words and, whenever possible, pictures of how these features will be of benefit. If it can be demonstrated that the feature is of benefit, then agreement is asked for.

A prospect's attitude is crucial at this step. Four basic prospect attitudes have been uncovered through research:

- Acceptance means that the prospect agrees the product is of benefit to him. Successful interviews contain more than twice as many statements of acceptance by the prospect than failed interviews.

- Opposition means that the prospect is opposed to something about the product. Surprisingly, objections can also lead to success. They often signal frank, open communication and can be positive when properly handled. However, if a prospect repeats an objection, it's a sign that the objection hasn't been addressed and eliminated by the recruiter.

- Skepticism means that the prospect doubts the product is of any use to him. As with objections, skepticism can be a sign of prospect interest, and it is often associated with follow-ups.

- Indifference is a lack of interest in the product. This is the most difficult attitude to overcome, because indifferent prospects do not see the need or benefit for service. The recruiter's primary goal with indifferent prospects is to uncover needs of which the prospect may be unaware.

A crucial factor in forming or changing the attitude of prospects is the quality, credibility and completeness

of the features and benefits presentation.

The three different methods of making a sales presentation vary in their ability to demonstrate the benefits of an Army career.

- The manual process method is almost entirely recruiter dependent, relying on the ability to convincingly paint a "word picture."

- The sales book method improves on the manual process by having interesting photographs to illustrate key points.

- The JOIN method is ideal for the FEBA. With a variety of interesting, informative and professional video segments that address a variety of interest areas, the recruiter is now free to observe the reactions of the prospect and to highlight and amplify points made in the video segments. All that remains is to close the sale.

## Closing

Successful selling means knowing how and when to close. Sales success is associated with an alertness to opportunities for an early close.

There are two types of closes: the trial close and the structured close. Trial closes should be used in each step of the sales presentation. After all, the purpose of the presentation is to obtain an agreement to process and enlist. If this can be done early in the presentation, so much the better.

If an attempt to trial close is unsuccessful, the recruiter should continue to watch for opportunities throughout the presentation. The prospect may agree at any time.

Another possibility to close may surface if objections are voiced. This is often a prospect's way of asking for

more information or clarification of a point and can result in a sale when properly recognized and handled.

However, premature closes during interviews that are in serious trouble are generally unsuccessful since the prerequisite of uncovering customer needs has not been met. Nevertheless the trial close does allow the recruiter to terminate the interview and move on to more promising prospects.

Structured closes should contain a summary of the benefits accepted during the interview, combined with

---

## *Successful selling means knowing how and when to close.*

---

an action plan requiring prospect commitment. This type of close requires that the recruiter uncover prospect needs and that the prospect accept the benefits presented in meeting those needs. Without that acceptance, there are no benefits to summarize. Closes with a summary and action plan have the highest success rate. Research on these two plans indicates that seven percent end in no sale, eighteen percent require follow-up and seventy-five percent are successful.

A comparison of closes with the three methods of presentation again demonstrates the powerful capabilities of JOIN. Video segments help overcome objections most often encountered, and an Army Potential Benefits Summary Sheet recaptures and highlights the presentation.

## Conclusion

In general, differences in sales success are not directly related to experience, but rather to knowledge of the selling process and the ability to use specific skills at the appropriate time.

Unsuccessful recruiters appear to be unaware of the skills available to them. They tend to either overstructure the interview and fail to establish a smooth dialogue, or to lose control of the interview.

Average recruiters know what to do but tend to do it inefficiently. They appear to ask good questions, but often fail to listen well or to take full advantage of the answers they receive.

Successful recruiters are highly efficient in their sales behavior. They use more powerful selling skills more often. They establish a dialogue easily and control it subtly. They are alert to closing opportunities throughout the interview.

How is the bridge made from an unsuccessful to a successful recruiter? It involves learning, and using, the following skills:

- Ask questions skillfully to gather information and uncover customer needs.
- Recognize when a customer has a real need and show the benefits of the product can satisfy these needs.
- Establish a balanced dialogue and interaction with the prospect; over-control by either the recruiter or the prospect encourages failure.
- Counter the prospect's negative attitudes promptly and directly.
- When closing use a benefit summary sheet and an action plan requiring prospect commitment.

Successful recruiting is no longer a secret.





# System assists all levels

by MSG Gary S. Sink  
USAREC-RO-Training

More than 200,000 young men and women are expected to enlist in the Regular Army and Army Reserve during this fiscal year. The task of processing that number of people from contact to contract presents a management challenge. To help meet that challenge, the Recruiting Management System (RMS) was developed.

The management system serves two primary functions: it is a data collection vehicle and an instrument for establishing production trends and analyzing training needs. It provides standard, specific management tools to individual recruiters through the Recruiting Basic Management System (RBMS); to station commanders through the Recruiting Station Management System (RSMS); to company commanders through the Recruiting Area Management System (RAMS); and to battalion commanders through the Recruiting District Management System (RDMS). Information from these command elements is forwarded to the brigade and then to USAREC, ending with the **Mission Box** at each level.

The system begins with a recruiter

and a prospect. Tracking a prospect through the enlistment process from contact to contract will demonstrate how the Recruiting Management System assists all levels of the Recruiting Command in meeting and managing their mission.

## Entering the system

A prospect enters the system from one of a number of sources: the Lead Refinement List (LRL), ASVAB, a referral, REACT, JADOR, or other sources. In this example, the prospect, who will be called John, was referred to a recruiter by a high school counselor. John's taken the ASVAB at school and is qualified to serve.

John is entered into the Recruiting Management System when the recruiter places the high school counselor's referral information in the **High School Folder** and the daily part of his **Planning Guide** for follow-up action.

Now the recruiter will contact John either in person or by telephone. Once the contact is made, the recruiter enters all the appropriate enlistment information obtained during initial contact on his **Recruiting Prospect Card**, (200 Card).

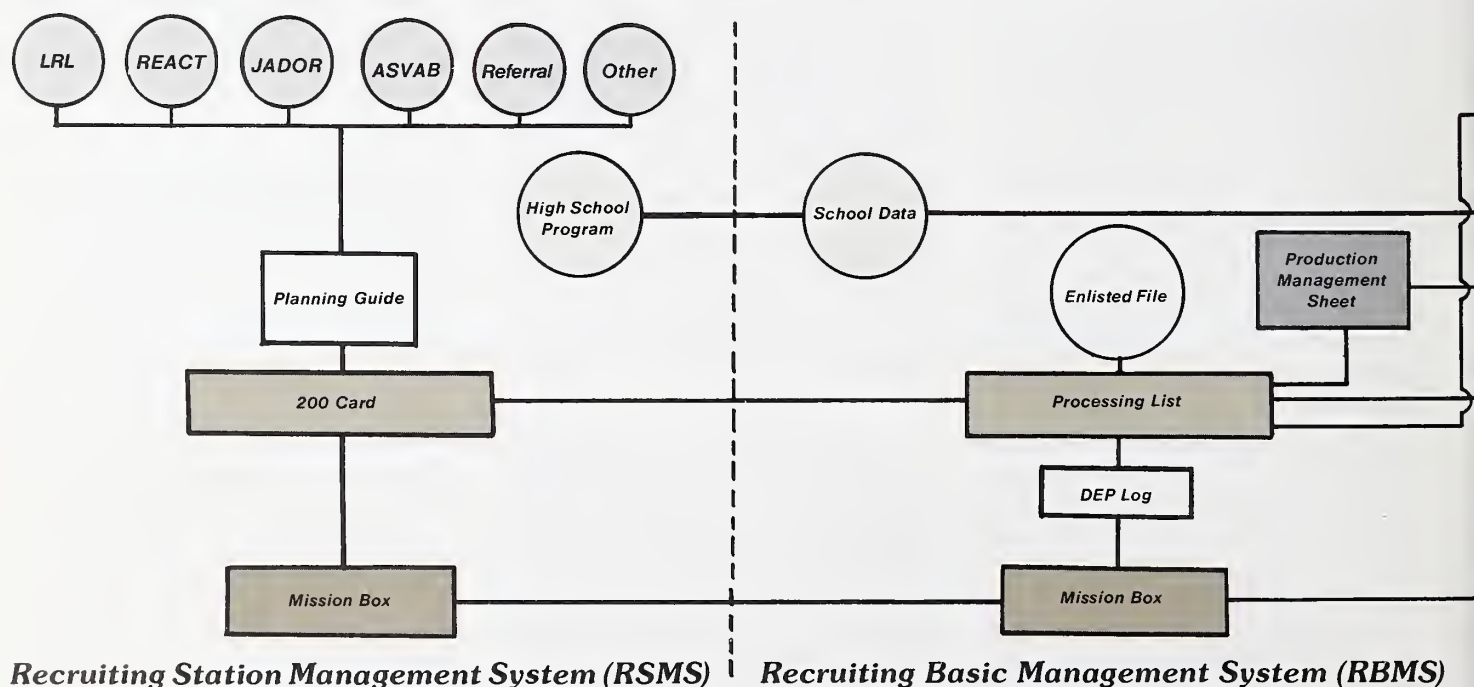
During initial contact, John agrees to an appointment. He is then entered

into the system at entry level: on the **Processing List** and the **Prospect Data Record** at station level and as a number on the **Production Management Sheet (PMS)** at station, company, battalion, and brigade levels. The PMS are monitored on a daily and weekly basis at each level to allow tracking of production strengths and weaknesses. At station level, the PMS allows the station commander to monitor each recruiter's work efforts and accomplishments and to determine areas in which a recruiter may need assistance.

Having set a time for an appointment, John and the recruiter meet and the recruiter begins the sales presentation. John agrees to enlist, and the recruiter has determined that John is initially qualified for enlistment on the basis of information gathered during the sales presentation. Together, the recruiter and John prepare an **Enlistment Packet** containing background information (DD Form 1966) and other required supporting documents.

## MEPS appointment

The recruiter makes an appointment for John at the MEPS. The MEPS appointment is entered on the **Planning Guide**, the 200 card, and the





# of management

station, company, and battalion processing lists.

Now that John is considered an applicant, he is so entered in the RBMS, the station RSMS, the company RAMS, and the battalion RDMS. Management tools provided by the RBMS have helped the recruiter manage his time, effort, and information. Management tools provided by the RSMS have helped the station commander, in daily communication with the recruiter, monitor the recruiter's work effort and accomplishments. At the company and battalion levels, the RMS has provided an approach to monitoring and analyzing production trends and establishing production milestones.

John is introduced to the station commander, who reviews the enlistment packet with John to verify all information. The station commander then notifies the company that the verified enlistment packet is being sent to the battalion for a quality control check.

## Quality check

When the packet is received at the battalion, it is reviewed by the battalion quality control NCO, who transmits the administrative determination of the packet to the company com-

mander, who informs the station commander. The station commander informs the recruiter of the determination.

If the enlistment packet is in accordance with regulations, the appointment date for John at MEPS is entered on the processing list at the station, and on the company and battalion processing list worksheets. The battalion supplies all information for applicants to process at the MEPS.

John arrives at the MEPS on the scheduled day. He takes a physical and is determined to be physically qualified. He then meets with the Army guidance counselor, who reviews John's qualifications and discusses his enlistment preferences. This information is entered into the **REQUEST** system to determine availability of enlistment option. If it is available, and if John fully satisfies the MOS requirements, the enlistment option is reserved for him on the **REQUEST** system. As part of the recruiting team effort, the guidance counselor closes the sale based upon John's qualifications and MOS availability reflected through **REQUEST**.

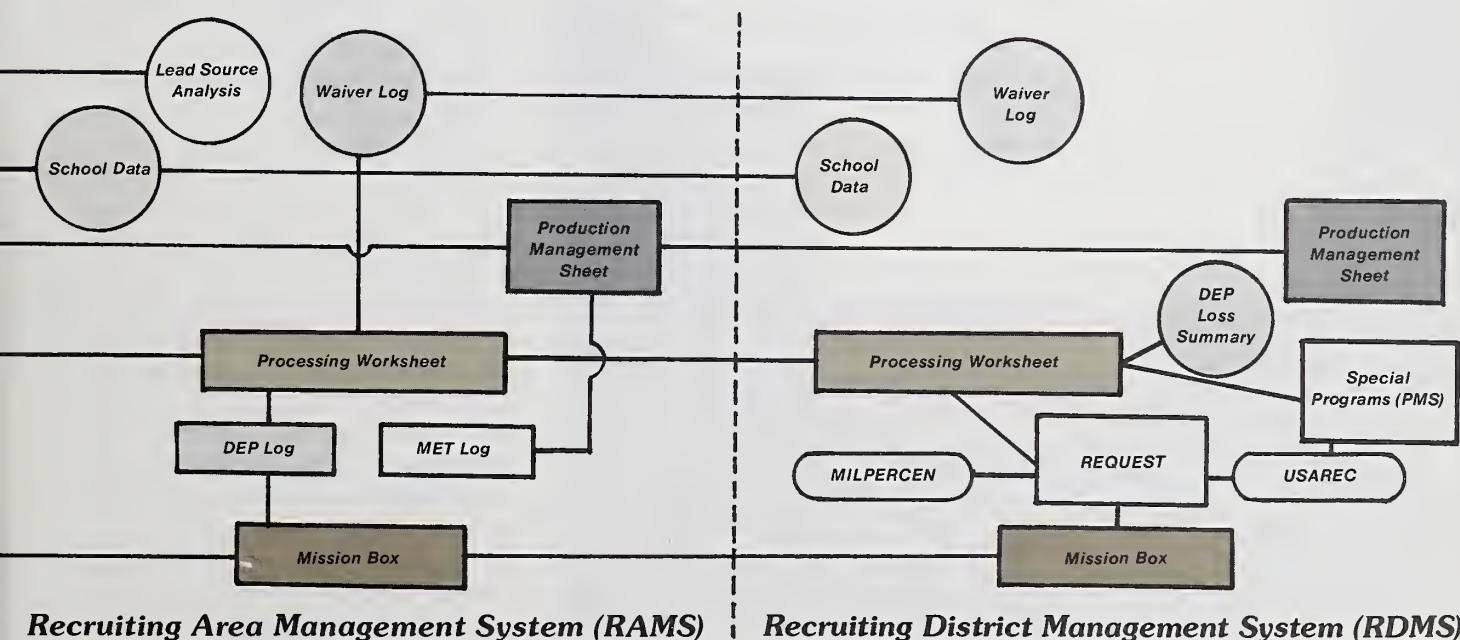
## Information loop

Once the sale is closed and the contract signed, the management sys-

tem is updated to reflect an enlistment, thus closing the information loop. However, the responsibility for John's enlistment does not end. John is entered as a Regular Army DEP or in the Army Reserve awaiting initial active duty training, and becomes a valuable source for referrals. To encourage referrals and continuously reinforce the sale, John is contacted in an organized fashion until the time he departs for training.

These subsequent contacts are noted in the management system, specifically the **Prospect Data Card** and the **DEP/AIADT Tracking Logs**. If the recruiter and chain-of-command have taken advantage of each opportunity, maintained John's interest and actively solicited his support, the end result is a satisfied soldier and a source of reliable leads.

John is happy he has enlisted in the Army. The recruiter was successful throughout the contact to contract process and is one step closer to making mission. The chain-of-command was aware of the process via the management system and was able to make informed management and training decisions to assist in the overall accomplishment of the current and future mission.





Field recruiters are out beating the bushes for high school seniors, high school diploma grads, and MC I-III A prospects. Meanwhile, back at USAREC headquarters, people in the Program Analysis and Evaluation Directorate (PAE) are analyzing what was done yesterday and predicting what should be done tomorrow to help recruiters get the quality and quantity of young people needed for today's Army.

A case in point is the MOS 94B (food service). It's no secret that the Army recently added an enlistment bonus for 94B. Have you wondered why, or who's responsible for that act? After all, anybody can cook, right?

Wrong. It became obvious during training that cooks need, at the very least, knowledge of fractions and multiplication to be able to work with large recipes. Lack of adequate math skills among MOS 94B personnel was causing some problems. This information was forwarded to TRADOC, who asked USAREC to look into the problem.

The "Think Tank," as PAE is sometimes called, brainstormed the problem and discovered there were some important questions to be answered about enlistment criteria for MOS 94B:

- What are our current enlistment guidelines? How should we modify them to attract bright HSDGs into the food service field?
- Do we track 94B enlistments in regards to mental category ratios?
- If so, what kind of "mix" are we getting?
- Should we offer an enlistment bonus for MOS 94B to attract the bright HSDG?
- If so, how do we determine the amount of enlistment bonus?
- How much will this program cost? Will it save money in the long run if new soldiers are more trainable?
- What will be the effect on our advertising? What is the cost to package and sell the program?
- If we authorize a bonus for 94B, how sure are we of giving TRADOC a more trainable soldier?



## The problem solvers



Some of these questions were answered by adding an enlistment bonus for MOS 94B. Other questions will be answered as more data become available for analysis. The bottom line, of course, is to provide the best meals possible to soldiers eating in Army dining facilities.

The case of MOS 94B is, essentially, what PAE is all about. PAE answers the mail about problems regarding our market in order to help recruiters meet quality and quantity mission.

For example, PAE is currently involved in the following on-going projects affecting recruiting:

- Evaluating nurse recruiting procedures.
- Training and development for brigade-level RZA.
- Analyzing the Hispanic market.
- Preparing the Command's first strategic plan.
- Refining the Recruitment Early Warning System.
- Coordinating research for manning the Army through 1990.

How does PAE tackle such far-reaching problems? With high technology, for one thing. At the headquarters, PAE uses an array of computers to keep tabs on the market and perform the required analysis. These systems range from large, main-frame computers which maintain massive data bases, to small, programmable pocket calculators for less complex problems.

The type of people that staff PAE is very important. In 1980, 28 operations research/systems analyst (ORSA) officers were added to the existing Market Studies and Analysis (MSA) Division and PAE was established. In addition, experienced recruiters were assigned to ensure field-level input to the analysis. This augmentation provided the Command with an analytical capability to interface market factors with resource distribution. This capability has become more sophisticated and makes possible the efficient use of resource dollars.

These people make up three divisions within PAE: The Market and Mission

Division identifies market statistics on the general population and locates the pool of individuals eligible to serve; provides data to subordinate commanders; prepares the command's market plan; provides results of operations research and recruiting studies to brigades and battalions, and hosts market study conferences. The *Analysis and Plans Division* acts as USAREC's point of contact with DCSPER, MEPCOM, and TRADOC, and serves in the Joint Marketing and Research Council (JMARC) with Office of the Secretary of Defense and with other branches of service. The *Research and Studies Division* conducts and coordinates research and studies to evaluate forces operating in the population that drive people toward, or repel them from, service in the Army.

The purpose of these people and their functions is the same as the purpose of the field recruiter out there beating the bushes: to keep our Army the best in the world and assure that we measure up to our slogan: "Be All You Can Be."



# Prior service training

by MSG Joe Hoggan  
USAREC-RO

Recruiting prior service applicants for the Army Reserve is unique in several ways. Not only must applicants qualify for entry, they must be placed into a specific unit vacancy in a specific location for a specific MOS.

Placing such applicants may not be a severe problem for recruiters in densely populated areas with several USAR units, but it can be a problem for recruiters in locations that support only one Army Reserve unit.

Part of the solution to that problem may be the US Army Reserve Prior Service Training (PST) program. This program, which began last August, is designed to reduce the MOS mismatch in USAR units. It does so by processing qualified prior service applicants

for voluntary, formal MOS training.

The PST program is available to those prior service applicants whose primary, secondary or alternate MOS is not available for assignment in the local USAR unit. The unit or MOS entered must be a high priority unit or a critical skill, as designated by the Army.

To enter the program, the applicant must agree to a three-year minimum obligation, except for intelligence warfare linguist, which is a four-year obligation. An IRR member who transfers into a USAR unit and elects the PST program must have at least the minimum obligation left on his original contract, or must immediately reenlist for the required minimum period of time.

Entry into the PST program is vol-

untary and the new USAR member must enter on active duty for training within 180 days of assignment. Most soldiers, however, will enter AIT within the first 65 days because the program is also designed to take advantage of seats available only to prior service applicants.

The Military Entrance Processing Stations conduct all applicant processing for qualification and enlistment or transfer. This includes mental testing, physical examination, unit assignment, training reservation and entry on active duty for AIT.

This USAR program promises to be one of the most effective reserve options available to former service members and can be a boost to Army Reserve personnel readiness in priority units.





# More promises to be kept

by Tom Evans  
HQ USAREC A&SP

About a year. That is what it takes to plan a new phase of our advertising program and put it on the air.

Most of you learned why last spring when you saw "A Promise to Be Kept," our film about the why and how of Army advertising. That film demonstrated the research that tells us what will make young people pay attention to Army advertising messages. It showed advertising concepts being created and then tested against carefully selected samples of our audience.

By tagging along on the filming of "Ranger Pride" we got a look at the painstaking — and time consuming — work that goes into the making of an Army television commercial.

Just about when you were seeing "A Promise To Be Kept," HQ, USAREC and N.W. Ayer were arriving at some conclusions about new directions for

the advertising that would begin appearing this month.

Some of those conclusions had to do with things we learned about USAR advertising. For example, we learned that opportunities exist to address the Army's advantage in having something to offer high school juniors. We will be addressing that advantage with an expanded direct mail program, and with an interesting new idea being tested on a limited basis: "Sourcebook," the magazine for juniors.

Beyond that, this was seen as a year of opportunities.


There are opportunities to play on a great event — the first summer Olympic Games held in America since 1932. A television spot featuring an Army Olympic contender will run during coverage of the games, along with other Army spots. The opening spread of "On Your Own" will feature Army Olympics, as will a print ad designed to run in sports oriented magazines.

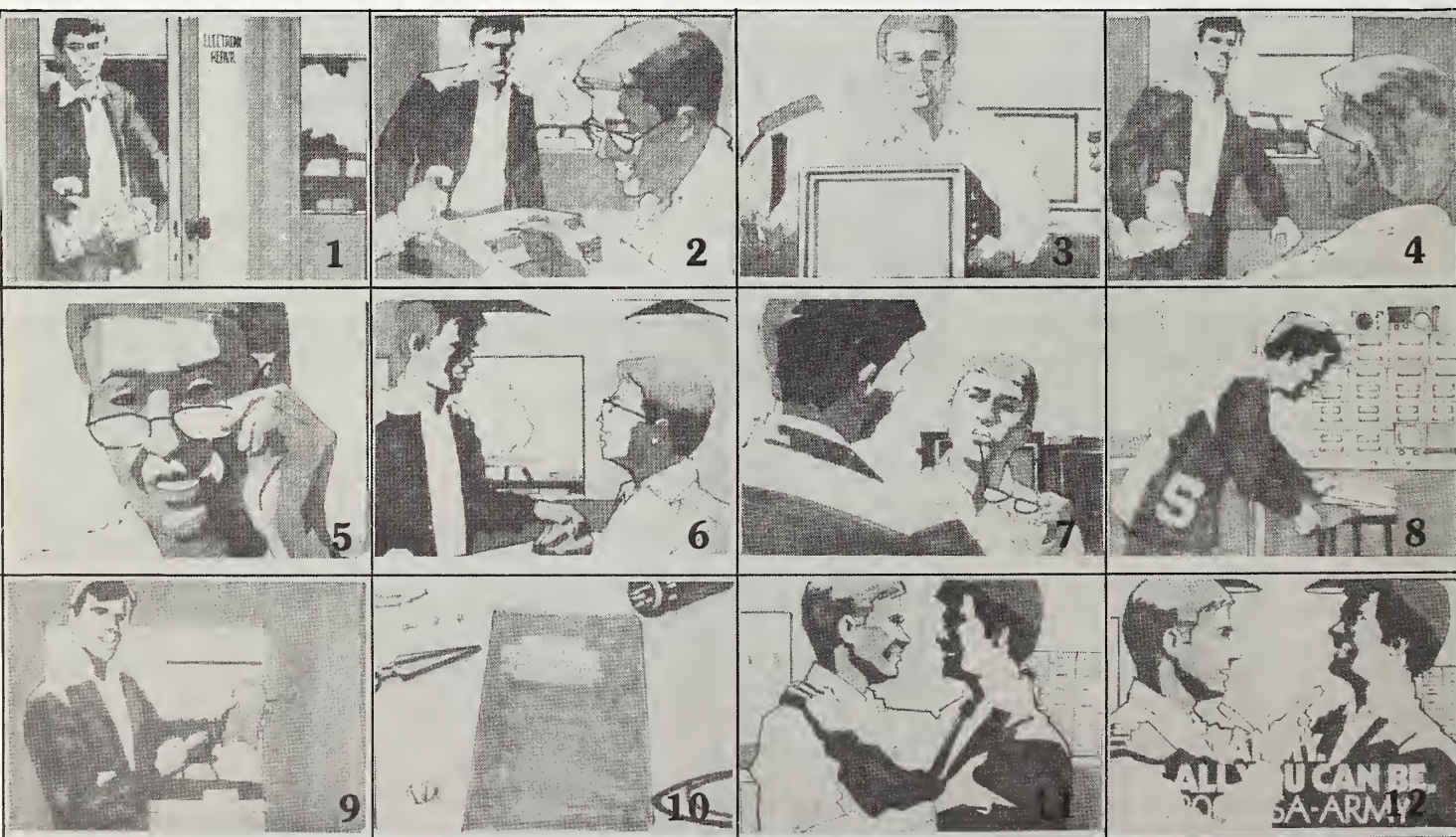
Opportunities are also presented by yet another big jump in college

tuition. A new Army College Fund television spot and a companion magazine ad will appear in second quarter, as college aspirants and their families begin to face up to college costs.

There are opportunities to tie in with the powerful new recruiting capabilities represented by introduction of the JOIN system. Posters based on two of the "career clusters" on your JOIN disks will be available for display in recruiting stations and other locations.

And there are opportunities to build on traditional strong suites. Two new MOS magazine ads will join others in that series. These will feature 96 Bravo (Military Intelligence) and 95 Bravo (Military Police), two specialties which will receive additional advertising support.

It all adds up to more of one of the best advertising campaigns on public view. It adds up to a campaign that has been created to help every recruiter fill his or her mission box. 







1



2



3



4



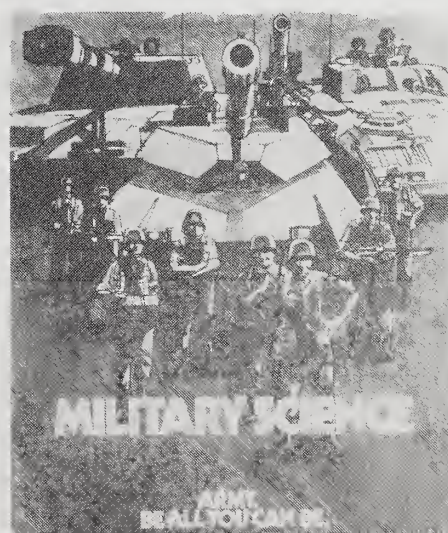
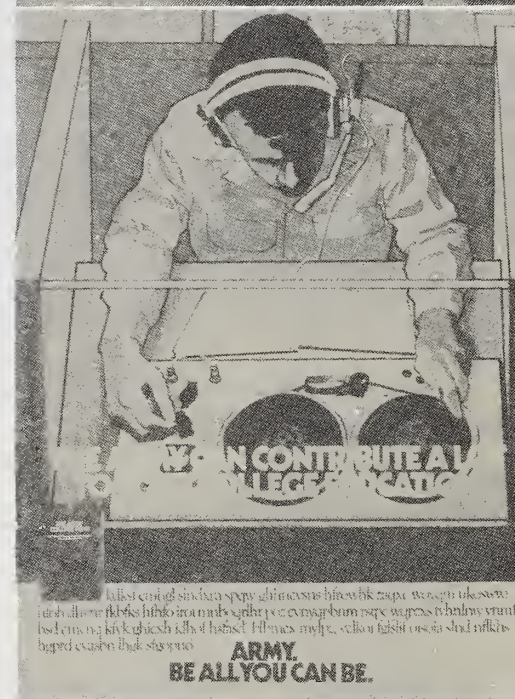
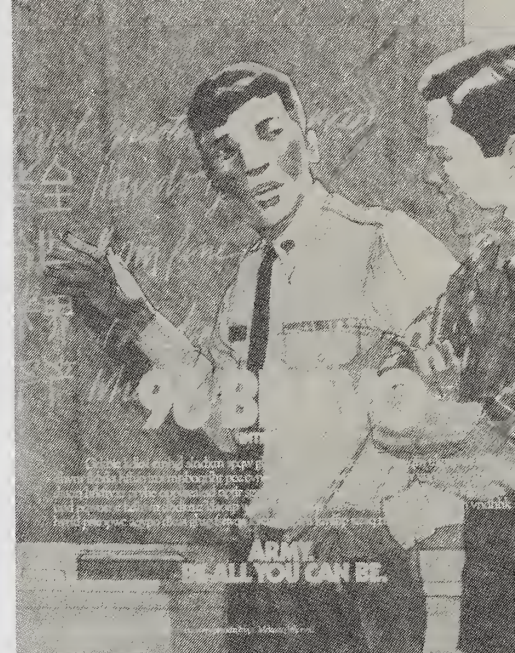
5



6

The six panels above highlight a television spot that will air during the 1984 Summer Olympic Games. The spot features an Army Olympian participating in the Modern Pentathlon. Artist conceptions of magazine ads featuring two MOSs and the Army College Fund appear on the right, while posters depicting health and military sciences appear below.

On the opposite page are panels depicting scenes from a TV spot about the Army College Fund.





# Recruiting for "The Old Guard"



by Jack Caswell  
"Old Guard" PAO

The unique and alluring mission of the 3rd US Infantry (The Old Guard), combined with its location in Washington DC, makes the Old Guard one of the most requested assignments in the Army.

The Old Guard (TOG) is also one of the few units in the Army that has its own recruiting team. Ensuring that only quality soldiers get to TOG, while trying to maintain the authorized battalion strength of 1,091, the TOG recruiting team screens all prospective members for the credentials required to be an Old Guardsman.

According to SSG Leonard Ligon, NCOIC of the recruiting team, the Department of the Army's computers can identify only so much statistical data about soldiers assigned to the Military District of Washington who have not been met by an Old Guard recruiter. "In those instances," Ligon said, "the recruiting team is needed to review the personal aspects of the

soldier's data. For instance," he said, "DA's computers do not identify a soldier's height and weight among his other personal qualifications."

According to Ligon, a soldier's height and weight proportions are important to TOG recruiters because the battalion's mission requires its soldiers to be in the public eye and in front of foreign dignitaries and heads of state. For that same reason, TOG's troops must be able to perform ceremonies without glasses, or with contact lenses. To get soldiers with a high degree of integrity and esprit, TOG recruiters attempt to augment the battalion with soldiers who have no previous UCMJ punishment on their records. "This is why the Old Guard needs a recruiting team," Ligon disclosed.

Ligon along with other team members, SSG Rudolph Joiner and Sergeants James Spell, Terrance Judge and Fred Williams, embark on transglobal hunts to Army posts around the world for desirable Old Guard candidates. The team does not, however, select a post randomly.

A record of the 3rd Infantry Division's

strength by MOS is carefully monitored by the team. As a result, the staff is aware of any changes in personnel that might render the battalion understrength in a certain MOS.

With this cautious scrutinization of TOG's MOS strength, the recruiting team can pinpoint a post that trains soldiers in the battalion's needed skills. For example, if several of TOG's medical specialists are due to PCS in the near future, the team will plan a trip to Ft. Sam Houston to try to fill upcoming vacancies.

The team must request permission from MILPERCEN to visit the post and recruit soldiers. If approved, the team contacts the post's public affairs office to request advanced publicity, usually in the form of newspaper articles informing the soldiers of the team's visit.

A typical five-day visit by the team is pre-planned and doesn't normally include seeing the potential recruits until the fourth and fifth days, according to Ligon. The recruiter's initial



few days of a trip are spent familiarizing themselves with the post, going through the records and getting permission from first sergeants and company commanders to brief the individuals whose records have been screened for a possible TOG assignment.

The third day is spent preparing the classroom and their uniforms for the two briefings the team gives on each visit.

Attired in full dress blues, team members give one briefing during the day for the people they have selected after records screening, and one at the end of the day for, as Ligon put it, "anybody who wishes to review a video tape or has questions about the Old Guard."

"We try to convey our heritage, tradition and standards," Ligon stated. "We want to set our own example and believe in what we tell them. We don't have any rehearsed speeches."

"I like to tell them that being around foreign dignitaries and world famous people is what I enjoy most about the Old Guard. A soldier can become a small part of history," Judge said. "However," he emphasized, "it's usually our pressed uniforms (dress blues) with the shining brass and clickers on the shoes that impress them the most."

The recruiters follow up their briefings with one-on-one interviews with interested soldiers. "By this time we've pretty much sold them," Ligon said of the prospects. "During these interviews we want to hear any feelings they have about themselves and we try to determine how well the individual presents himself through these conversations. We may just talk about his family, but we're looking for some intelligent feedback from the person."

Williams, the senior member in terms of experience with the team, prefers to refer to himself as a "procurement NCO" rather than a recruiter. Therefore, Williams admitted, he tries not to sell the candidate on anything about the Old Guard and its mission, but instead looks for the desired qualities in the applicant. "Conduct, appearance, enthusiasm and professionalism is what I look for in potential

recruits," Williams stated. "Professionalism is a big word here. We need soldiers who will fit in with the battalion."

One problem the recruiters encounter in getting soldiers to desire an assignment with the battalion, according to Ligon, is the fact that many misperceive TOG as just a ceremonial unit. "Our primary mission is to fight and win as an infantry unit," Ligon stated. "We try to emphasize this, especially to NCOs who want to continue training as infantrymen."

By the time one-on-one interviews are concluded, the recruiters have their desired soldiers picked. They submit a list of these individuals to MILPERCEN for AIT personnel and major commands for the permanent party soldiers. MILPERCEN or the commands then review the specific MOS field for strength eligibility to determine if the soldier can become an Old Guardsman.

Ligon explained that he makes the final decision on who gets assigned to

TOG for soldiers in paygrades E-5 and E-6. As for lower enlisted personnel, "I've three responsible NCOs who are quite capable of identifying a quality recruit," Ligon said. The battalion's sergeant major approves the selection of soldiers in paygrades E-7 through E-9, while the battalion's deputy commander approves the assignment of officers.

The head of the recruiting team said his interviews try to reveal why possible team members are interested in the job, what ideals they'll promote, and their ideas of what TOG is looking for in a soldier. "I can just see his attitude in these interviews," Ligon said.

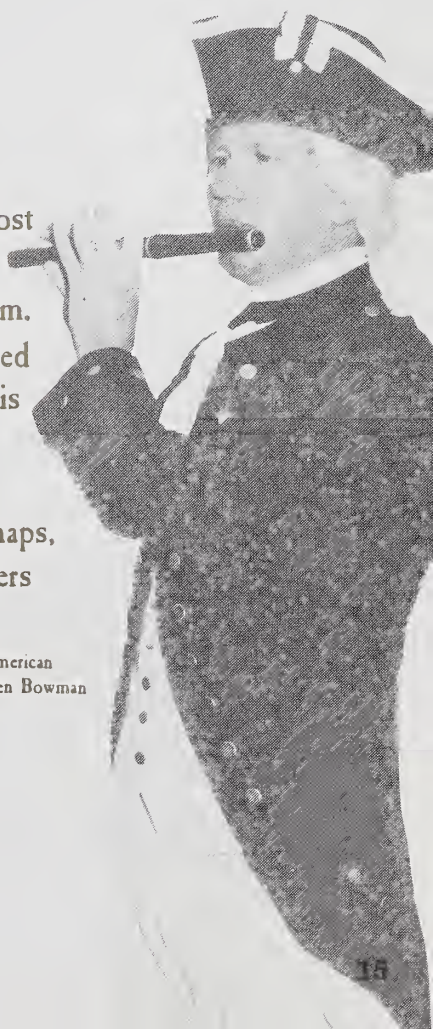
Once selected, team members proceed through the job indoctrination process to familiarize themselves with their work.

By that time, the recruits are ready to don the Army's version of the tuxedo, the dress blues, to represent the Old Guard.



The Continentals were recruited, in most instances, by a judicious combination of emotionalism, martial psychology, and rum. The recruiting officer, when he was abetted by a pleasantly warm day, would make his stirring speech before the village tavern, whereafter the unwary listeners would be regaled with a few glasses of ale or, perhaps, something stronger. The enlistment papers were then passed about.

From "The Morale of the American Revolutionary Army," by Allen Bowman







*Overland Park, KS station commander SSG Don Thiemann demonstrates the JOIN system to Overland Park Mayor Ed Eilert.*

**WHEN PLANS WERE MADE TO OPEN** the new Overland Park, KS recruiting station, station commander **Staff Sergeant Don Thiemann** wanted **Mayor Ed Eilert**, community COIs and DEPs to see more than just a ribbon cutting. He wanted people in Overland Park to know just what a computerized recruiting station can do for applicants interested in joining the Army.

After the ribbon cutting ceremonies were completed by Eilert and **Lieutenant Colonel Thomas Tucker**, Kansas City Rctg Bn Commander, Thiemann invited everyone inside the new station for a demonstration of the JOIN system. Thiemann demonstrated the JOIN capabilities first to Eilert and then to guests who arrived throughout the day.

Good first impressions made during the opening of Overland Park station increased community awareness and will eventually pay off in Army enlistments. (Peggy A. Parsons, Kansas City Rctg Bn)

**COMBINING THEIR TALENTS**, Army recruiters from the Nashville Rctg Bn and four Army Reserve units in north Alabama presented a meet-the-people career fair in the Decatur, AL Beltline shopping mall.

Reservists operated exhibits and displays showing the shopping public what the Reserves do and what being in the Reserves is all about.

In addition, Army recruiting personnel from the Nashville Rctg Bn's Huntsville and Decatur recruiting stations were on hand to answer questions about joining the Army Reserve.

The fair served a twofold purpose: to obtain leads for Reserve enlistment and to increase community awareness of the Army Reserve and its mission.

Both purposes were served. More than 40 leads were gathered by military personnel, and the community is more aware of the Reserve mission. (Nashville Rctg Bn)

**“WHEN YOU BELIEVE IN THE PRODUCT YOU’RE SELLING**, you won’t hesitate to sell it to anyone. I believe in the Army and what it stands for. I am proud that other members of my family have elected to serve by enlisting,” said **Staff Sergeant Kenneth Hunn** of the Florissant Army recruiting station.

Hunn recently enlisted two of his sisters into the Army Reserve. They will serve as clerk-typists in the 520th Maintenance Bn. Both **Vickie and Jackie Hunn** qualified for the \$4,000 Education Bonus and the Loan Repayment Program which will assist them in completing their college educations. Graduates of Incarnate Word Academy in St Louis, Vickie attends Maryville College in O’Fallon, MO and Jackie is attending St Louis University.

Another of their brothers, **Jim Hunn**, recently enlisted in the regular Army as a helicopter electrician, and is presently serving in Europe.

The Hunn’s father is a master sergeant in the Army Reserve and, according to Staff Sergeant Hunn, is delighted to have his children follow in his footsteps. (Marilyn Millikin, St Louis Rctg Bn)



*SSG Kenneth Hunn enlisted his sisters Vickie (left) and Jackie (right). Their father and another brother are also Army members.*





*Tampa Bay Buccaneer Scott Brantley (left) works out details with television crewmen and a member of Tampa Recruiting Company's DEP program as he prepares to film a public service announcement outlining the Army College Fund. The spots were aired during this football season on television stations in south central Florida. (Photo by Bob Lessels, Jacksonville Rctg Bn)*

**SEPTEMBERFEST, OMAHA'S LARGEST COMMUNITY EVENT**, attracted an estimated 250,000 visitors last year. A Labor Day parade, highlight of the celebration, included well over 100 entries, and was led by soldiers of the Omaha Recruiting Battalion.

The marching recruiters had been scheduled to appear farther back in the parade when originally organized by the Septemberfest committee. However, **Captain Edward Dyck**, Omaha Company Commander, told parade organizers that according to military protocol, the Army is the lead service. The festival chairperson agreed and the Omaha recruiters not only were the first military service to appear, they became the lead element of the parade.

Leading the parade was a color guard that included **Sergeant Patrick Casey** of the Bellevue, NB station, **Staff Sergeants Lloyd Cunningham** of the North Omaha, NB station, **Jan Johnson** of the Council Bluffs, IA station, and **John Goodrich** of the West Omaha, NB station. Following them were 25 soldiers in BDUs.

The battle dress uniform was selected for two reasons according to Dyck. "We wanted to show off the Army's new uniform and also to emphasize that today's Army is combat ready and physically fit," he stated.

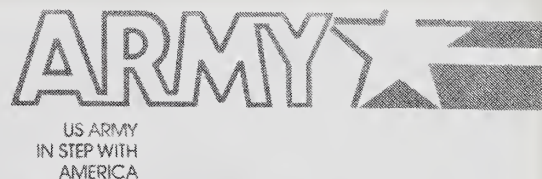
The Army's presence at Omaha's Septemberfest was not limited to the parade. Once inside the gates, visitors could see a Cobra helicopter flown in from Ft. Carson, CO for the occasion. (Chris Phillips, Omaha Rctg Bn)

**"IT TAKES A LOT OF THOUGHT AND HARD WORK** to manage this quarter-of-a-million dollar rig. You don't just get in and start driving," said **Staff Sergeant Cliff Maltie**, NCOIC of the Army Recruiting Support Center's "In Step with America" van.

The van, a modified cinema van, is normally used to tour the nation's high schools, putting on audio-visual presentations to high school students. For this special display, it was modified to appeal to the influencer market.

Portraying the Army's contributions to America over the past 150 years, the mobile display traveled across 6,000 miles of the US last summer. Included in its itinerary were historic sites in the West including Yellowstone National Park, Pioneer Trail State Park in Salt Lake City, and Sequoia National Park. It also appeared at the Freedom Festival in Provo, UT, and at the California State Fair in Sacramento, CA.

"Most people have never seen such an Army van, and they wonder what we are hauling. Secret weapons? Missiles? They are surprised when they find out it is a mobile museum," Maltie said (Ray Graham, Salt Lake City Rctg Bn).



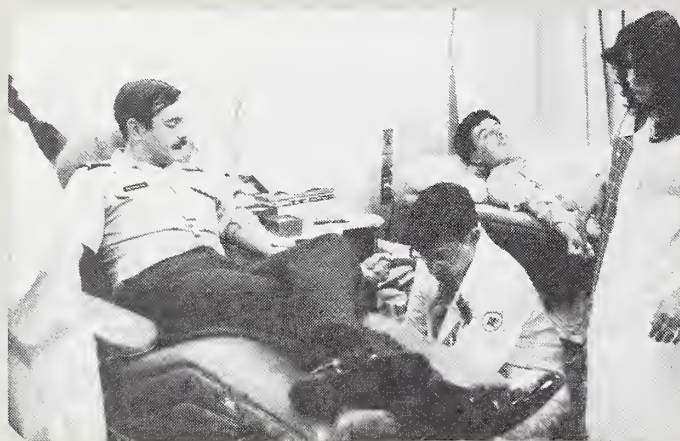
**SSG Cliff Maltie (right) with SGT Curtis Hampton (left) and SP5 Gary Hurley in front of the van at Salt Lake City's Pioneer Trail State Park.**





**ARMY RECRUITERS AND DEPs** from the Bronx Recruiting Company of the Newburgh Recruiting Battalion made a mass blood donation to the blood bank at the Montefiore Medical Center this past summer.

A critical blood shortage in New York City generated the donations which were coordinated through the Bronx Company Commander, **Captain William Reynolds**, and the Montefiore Blood Bank.



*Dr. Morton Spivack, director of the Montefiore Medical Center Blood Bank, draws blood from CPT William Reynolds, Bronx Company Commander, as nurse Judy Garces watches. On the gurney in the rear, SSG Donald Crocker contributes his pint of blood to the bank. (Photo by Theodore Rand, Montefiore Medical Center Public Relations office)*

Although the scene at the bank resembled a mass casualty situation, the red fluid running through the intravenous tubes was coming from the bodies of the "patients" instead of going into them.

**Dr. Morton Spivack**, director of the Blood Bank at Montefiore, said that the Army donation was the largest made by any group at the bank and that the donors were among the healthiest he had ever seen.

All totaled, 25 recruiters and 35 DEPs made donations at the bank. The bank stayed continually crowded throughout the day as recruiters and DEPs patiently awaited their turn to pump life back into New York City. It was the first time that many of the DEPs had ever donated blood. Many expressed a feeling of deep satisfaction for being able to help out the city in its time of need.

Reynolds realized that the Bronx Recruiting Company could help out the "Big Apple" with its serious blood

shortage, and he put out the call for volunteers to donate blood.

The AIDS (acute immune deficiency syndrome) scare dropped normal levels of blood stocks at the city's blood banks. "I knew about the blood shortage . . . I work here in the Bronx just down the hill from Montefiore and I decided to call their Blood Bank," Reynolds said. "I'm very pleased with the response."

The Army invasion received ample media coverage. News coverage was provided by two television stations, seven newspapers and a radio station. (SGT Tab H. Shiota, Newburgh Rctg Bn)

**SERGEANT FIRST CLASS IKE KUKAHIKO HAD A BETTER IDEA.** One day he got a new idea that has drawn hundreds of Mauians to his window, if not to his door.



*The picture display in the Maui, Hawaii recruiting station draws almost constant attention. (Photo by Richard Montgomery)*

Being somewhat sentimental, the Maui, Hawaii station commander took pictures of his DEPs and kept the prints in an album. The album proved popular — all who had a minute would pick it up and skim through.

Then, a few months ago, Kukahiko asked himself, "Why not put all those pictures on a display board and place them in the recruiting station's front window?"



With the help of the Reserve recruiter, **Staff Sergeant John Maley**, the project was complete in a couple of hours.

The display draws almost constant attention. After all, the station is on Main Street, and although Wailuku, Maui isn't exactly the crossroads of the nation, interest in one's peers is very strong among high school students.

"I'm amazed," says Kukahiko. "Every time I glance up from my desk, someone is looking in the window at the display."

The drawback seems to be that the recruiting station's window is probably the dirtiest one on Main Street. "People usually have their noses right up against the glass," says the guy with a better idea. (Richard Montgomery, Honolulu Rctg Bn)



*Being fingerprinted is a new experience for 8½ month old Nichala Clark, but she seems to be adjusting well. Nichala was being fingerprinted by SP4 Edward Lowery of the 330th Military Police Detachment from Muscle Shoals, AL while being held by her mother Angela, a Danville, AL resident. The fingerprinting was part of a child identification display at the 2nd Annual Reserve Career Fair in Decatur, August 27. During the day, Lowery and partner SFC Paul Norman fingerprinted more than 900 children, after which the MPs provided the cards to parents for completion and storage. (U.S. Army photo by MSG Rick Hayeland)*

**ATTENDING THE WEEK-LONG JOINT OPTICAL INFORMATION NETWORK (JOIN)** course is almost standard operating procedure for company commanders,

assistant company commanders, professional development and administrative NCOs. But when **Master Sergeant Ray Adams**, Dublin assistant company commander, went through the class he was hit with a brainstorm.



*SFC Alice Kenny uses the JOIN system with a prospective enlistee. (Photo by SFC Marcia Caron)*

"I began to think of a way to improve the recruiter's sales presentation with the JOIN," he said. "I came up with the idea of having the Potential Army Benefits Summary Sheet printed out and mailed to prospects and their parents, whose names we get from the Armed Services Vocational Aptitude Battery (ASVAB)."

No sooner said than done!

Dublin Company got the ball rolling as soon as Adams and his Professional Development NCO, **Staff Sergeant Alice Kenny**, returned from the course.

"Once we get the I-III A leads from the ASVAB list," said Kenny, "it's simply a matter of processing them through the JOIN. The result is a benefits summary sheet prepared especially for them, according to their test scores."

Once the sheet is completed, the appropriate recruiter's card is attached and it is mailed to prospects and their parents.

Since the recruiter is provided a copy of each sheet, he has a common ground established for making that phone call to the prospect.

"I know of no other company in or out of the battalion that has done this," said Adams. "Who knows, maybe soon it'll be standard operating procedure for everyone in recruiting." (SFC Marcia Caron, San Francisco Rctg Bn)



# The recruiter's a movie star

by Bob Lessels  
Jacksonville Rctg Bn

Fans of martial arts movies may recognize a face from the silver screen when they enter the Army Recruiting Station at Clearwater, FL.

Army SSG Samuel A. Brown uses his skills in the martial art of Hapkido as an actor in such action films as "The Dragon on Fire" and "Enter the Game of Death."

"Many people think the Army does not allow its personnel time to pursue personal interests," Brown said. "Actually the Army has been very cooperative with me in allowing me leave to act in martial arts films."

"I have been interested in various forms of martial arts for a number of years. When the Army assigned me to Korea in 1977, I was able to spend a good deal of time pursuing my interest in one particular form of self-defense — Hapkido. While students of Hapkido learn to fight barehanded, they also learn how to use common, everyday items such as umbrellas or canes as weapons," Brown said. "In a sense,

Hapkido is more valuable than many other forms of self-defense in that no preparation for the fight is necessary. Students at Hapkido can use their skills at a moment's notice.

"Hapkido is not sports oriented, unlike Karate or Tae-Kwon-Do," Brown said.

While in Korea, Brown advanced in his mastery of Hapkido to the point where he was qualified to become an instructor. It was also at that time that he first came to the attention of scouts for a martial arts movie company.

"I was cast as the bodyguard for the lead heavy, a real gangster type," Brown said. "The movie company also decided that my last name wasn't 'forceful' enough, so they changed it to Sam Walls. This film was shot in Seoul, Korea."

Returning to the United States in 1978, Brown was assigned to Ft. Campbell, KY. "While there, I received an offer to do a second film, this time in Hong Kong. I discussed the offer with my commanding officer and he obtained permission for me to take leave long enough to complete shooting the film."

"I had a starring role this time in 'The Dragon on Fire'," Brown said,

"because a number of movie goers had been impressed by my earlier performance in 'Enter the Game of Death.'"

"Following this film I received an offer to go to Africa to instruct potential actors there in martial arts. It would have meant leaving the Army and that's one thing I didn't want to do," he said, "not even for a half-million dollar contract."

"I really enjoy the work I've done in the Army, first as a supply management specialist and now as a recruiter. I also enjoy the time I have, when not on duty, to help young men and women learn Hapkido. I've had about 130 students to date."

"Selecting students is something to which I give a great deal of thought. Too many martial arts instructors in the United States are money-motivated; that is, they have to keep a certain number of students to make a living and the more students, the more money. They almost have to promote students regularly, just to keep them interested in the classes."

"I'd prefer this were not the case," Brown said. "When I accept a student, he or she will learn Hapkido, but won't be promoted until the skills



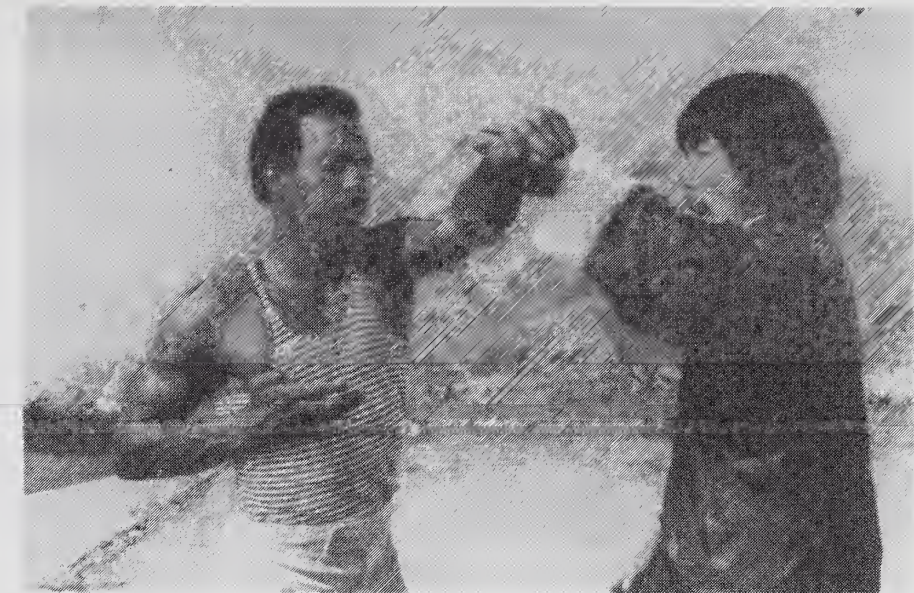


associated with each level are really mastered. I don't like to have more than five students at a time. More than that prevents me from giving each the individual attention so vital to learning Hapkido.

"In addition, my students must have the proper mental attitude before entering my classes. I'm not willing to teach bullies or persons who are going to go out of the classroom looking to pick a fight. I'd much prefer to have a student who needs to build self-confidence, a student who will walk away from a fight rather than risk injury to another or himself. So much of any martial arts form is mental conditioning. This is far more important than learning tricks such as breaking bricks or boards," he said.

Returning to his film career, the recruiter said, "I enjoy acting. I'd really like to do a film with someone like Chuck Norris. He's an exceptionally fine example of the kind of person I'm talking about. He's an acknowledged martial arts expert and handles well the physical requirements of martial arts acting. He seems to be a real gentleman.

"That, to me, is the hallmark of martial arts instructors — the degree

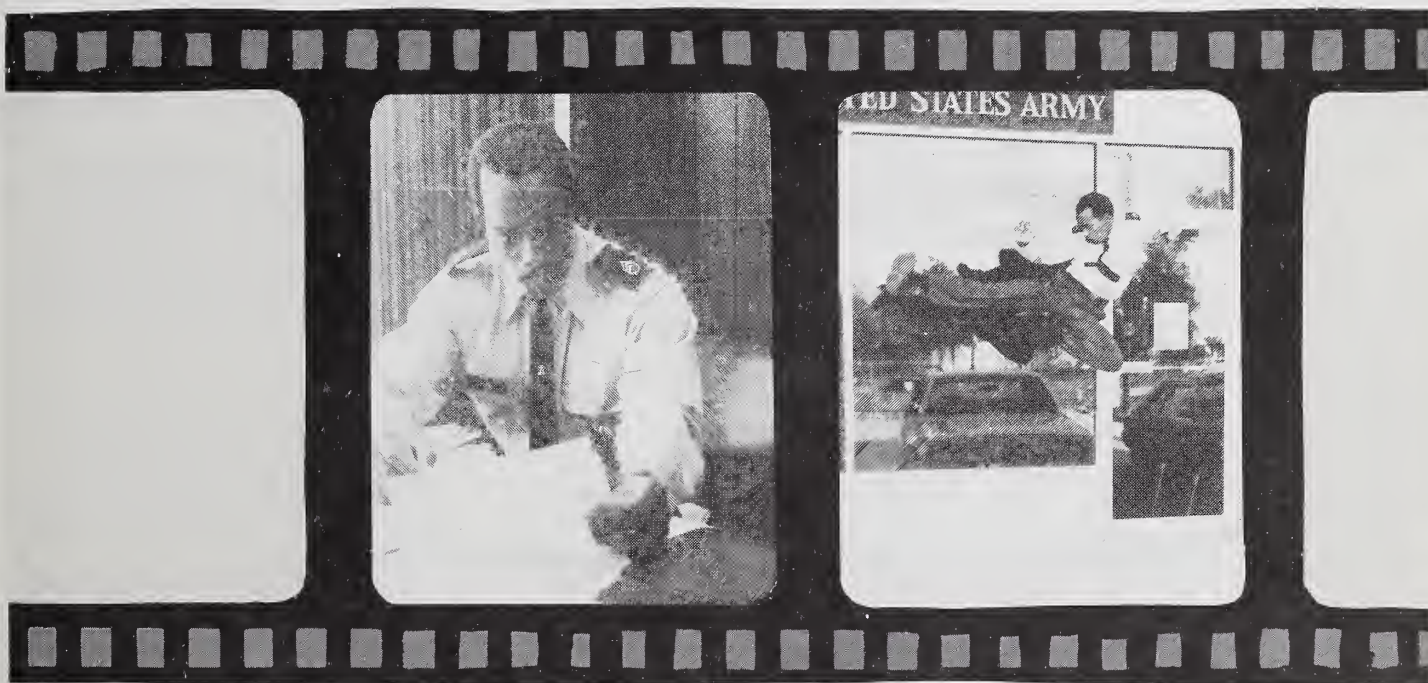


*Exchanging blows on the silver screen, Army SSG Samuel A. Brown, acting under the name Sam Walls, prepares to demolish a "bad guy" on film.*

to which they, and their students, are gentlemen or ladies in personal conduct and interactions with others. The most important aspect of using a martial art is not the 'how,' but knowing 'when,'" Brown said. "Using it to get your own way, to bully or intimidate, is not self-defense. I ensure that this philosophy is instilled in each and every student I teach."

Brown has found his martial arts training to be of immense benefit as a

recruiter. "The self-confidence I've developed, along with treating people I meet with respect, have been a distinct advantage to me in dealing with prospective recruits for the Army. As a recruiter, I look for these qualities in the men and women I solicit for enlistment into the Army because I know the service will benefit from gaining people who respect themselves — people who will give the Army the same respect the Army shows them."





# 'You got a friend in Pennsylvania'



**Gerald J. Voros . . . Civilian Aide to the Secretary of the Army for Western Pennsylvania.**

**by Warren J. Schrum  
Pittsburgh Rctg Bn  
Photo by Dick Brehl**

Officials of the Commonwealth of Pennsylvania promote tourism by declaring "You Got A Friend In Pennsylvania." Personnel of the Pittsburgh Recruiting Battalion, with a slight revision here and there, can use that same slogan in describing their association with the civilian aide to the Secretary of the Army for western Pennsylvania.

Gerald J. Voros has gone beyond the "call of duty" in assisting the recruiting battalion since becoming a civilian aide.

Voros' initial contact with the recruiting battalion came when he was presented a briefing on the battalion's recruiting mission and jurisdiction at his offices in the Golden Triangle section of Pittsburgh.

Following the briefing, Voros offered his assistance to the then district recruiting command. And recruiting personnel took him up on his offer.

The first project undertaken by the Marquette University journalism graduate was to send congratulatory letters to all young men and women from Western Pennsylvania who enlist in the Army through the DEP.

In his letter, Voros says "With fine young people, such as yourself, enlisting . . . I have complete confidence in the capability of our Army to do its job. It is you and people like yourself who will keep this nation strong and safe."

The letter-signing project was started last January. Thirty-seven weeks later, when fiscal year 1983 ended, the tally showed that 1,842 letters had been sent.

What makes this project even more significant is that each and every letter was personally signed by the civilian aide — no signature machine or stamp was used. In fact, when Voros sees someone has enlisted from his hometown area of Coraopolis, PA., he often pens a brief personal note.

With the sending of letters to DEPs firmly established, Voros started at the beginning of this fiscal year to send congratulatory letters to all those first-time USAR enlistees. And they are also being signed personally!

But that's not all Voros has done for the recruiting battalion. He has be-

Guidance counselors, school administrators, plus city and county officials, have been in attendance at these events to hear the former Marine Corps officer discuss today's Army.

How has Voros' message been received? Many of the attendees say that they have gained a new appreciation of the Army because the words are coming from a "civilian."

Even recruiters are impressed. One, who served as a host at a COI luncheon, arrived with a "show-me" attitude. After the luncheon, he asked for a copy of Voros' remarks because he had made points about the Army which, the recruiter said, he could use in talking to potential enlistees.

Plans are currently under way to line up other COI events during FY84 at which Voros will be the speaker. As he has often said, he is willing to help Army recruiting as much as he can.

When Voros is not fulfilling his obligations for the Pittsburgh Recruiting Battalion, he is otherwise occupied. His full-time employment is that of

---

***The first project undertaken . . . was to send congratulatory letters to all new DEPs in Western Pennsylvania.***

---

come a spokesman for getting the message to influencers about what today's Army can offer young men and women in the way of training, educational opportunities and benefits.

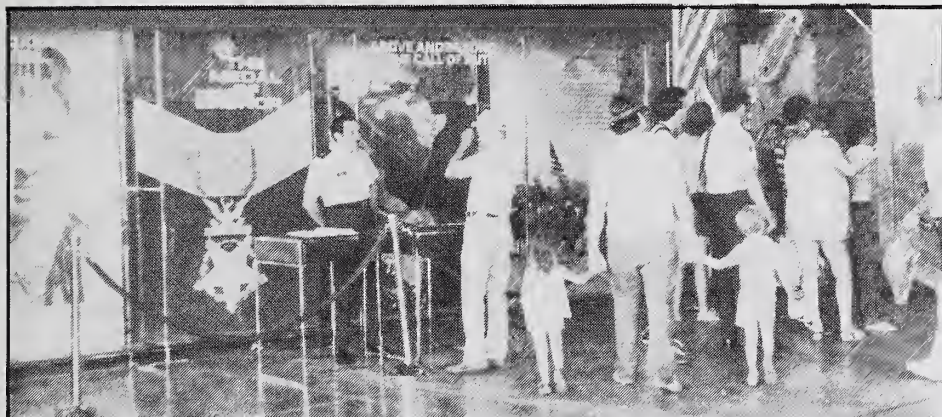
Voros has been the recruiting battalion's speaker at three COI events during the past year. One was held in downtown Pittsburgh and the others were in Oil City and Blairsville, PA.

president and chief operating officer for Ketchum Communications Inc., a national advertising organization.

Incidentally, his organization came up with the slogan used by Pennsylvania. What they didn't know was that Pittsburgh Recruiting Battalion personnel would be able to adapt it when, in discussing Voros, they say, "We Got A Friend In The Civilian Aide."



# 'Operation Handshake'



*A visitor pauses to take pictures of the Recruiting Support Center's Medal of Honor exhibit, while others stand in line to purchase commemorative Medal of Honor stamps from a mobile post office.*

**Story and photos by  
Peggy A. Parsons  
Kansas City Rctg Bn**

The hot summer sun and soaring temperatures didn't keep people from coming to see the largest military display of aircraft and equipment in the Kansas City area.

Hosted by Richards-Gebaur Air Force Base, "Operation Handshake" has been a joint military/community tradition for the past 24 years. The air show has always been free to the public and its popularity is apparent by the hundreds of thousands of people who come to the two-day event each year.

Each branch of the service contributes equipment, displays and manpower to fill the flight line and the skies around the base with fascinating sights and sounds. The community supplies its own exhibits and enough food for anyone willing to brave the sun and the lines.

State-of-the-art aircraft and World War II vintage planes fly demonstrations each year as spectators crane their necks for a better look. Static displays dot the flight line as visitors climb aboard for a close inspection of cockpits and control panels.

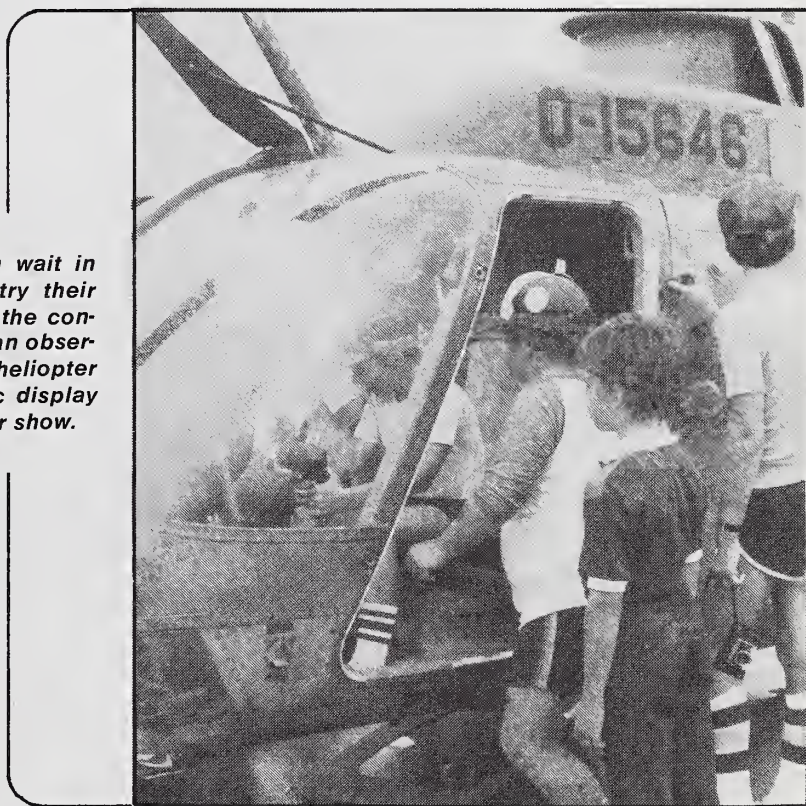
Recruiting plays an important role

in "Operation Handshake" each year, bringing in exhibits and demonstration teams, not to mention the thousands of giveaway items that are distributed to visitors. This year, Army recruiting brought in a rappelling team from Ft. Riley, KN., a cinema van, a Heavy Equipment Transport (HET), the Army DARCOM display, the Support Center Medal of Honor exhibit and an Army Reserve field operating room.

The six-man rappelling team lowered themselves to the ground from a hovering Huey helicopter to the delight of thousands of spectators. The cinema van and HET were displayed near the entrance to one of the many hangars used to house exhibits. Inside, Army DARCOM and Medal of Honor displays were set up. The U.S. Postal Service set up a mobile post office near the Medal of Honor display and sold the newly issued Medal of Honor stamp with special "Operation Handshake" cancellation.

This year marked the first time the Army Reserve 410th Evacuation Hospital from Topeka, KS, participated in the air show. Members of the unit brought a portable field operating room for inspection and nurse recruiters helped man the display.

In terms of military awareness, all branches of service benefit from community activities such as "Operation Handshake." The Army shares in these benefits with better community relations and higher Army enlistments.



*Children wait in line to try their hand at the controls of an observation helicopter on static display at the air show.*



# Maintaining order in the

*Story and photos by  
Melanie McNutt  
Jackson Rctg Bn*

Army air traffic controllers SP5 Venus A. Green and SSG Robert D. Tindell from Ft. Leonard Wood, have been a popular attraction in Mississippi high schools recently. Because of their efforts, recruiters are getting into some local high schools that were not always responsive before.

Their presentation is just one of many special projects from the Total Army Involvement in Recruiting (TAIR) program which was started in 1980. Bands, color guards, jump teams, skills clinics and other special programs are brought into the local recruiting area to help recruiters meet their mission. Although it is not a new program, TAIR is a concentrated program that enables recruiting and military installations to work together in a coordinated effort for the mutual benefit of both.

Green and Tindell visited nine different high schools throughout Mississippi during a four-day period. Their classes ranged from 30 to 150 students, and it is estimated that the team reached more than 800 students. Through the use of video tape equipment and question-and-answer sessions, the team presented "A Day in the Life of an Air Traffic Controller."

"I think it was a success. I think we opened their eyes to what the Army has to offer, not just air traffic con-

troller jobs, but all kinds of jobs for the graduating senior. It also helped open my own eyes," says Green. "I learned a lot about some of the new programs the Army is now offering that I wasn't aware of before going on this trip," she said.

"I think it was a good experience for us," Tindell agreed. "The day after we talked at Liberty High School in Liberty, MS, one of the kids called the local recruiter, SFC Larry L. James, and said he wanted to become an air traffic controller for the Army after he graduates."

The team emphasized to the students that air traffic controlling is not for everyone. "First and foremost, you can't get excited when you're talking to a pilot in distress. You have to tell yourself it is not you up there, so why are you getting excited. Whatever happens, you will still go home tonight. It might sound mean, but if you get excited and upset you will be hurting the pilot and the people on board the plane who are counting on you," said Green.

"That's right," said Tindell. "You have to remember to stay calm in all situations because if you panic, the pilot will panic. Sometimes you have to be mean and firm too. Believe me, this job is not for everyone. If you can't take the pressure, you won't be an air traffic controller for long," he emphasized.

Air traffic controllers are continually updating their skills.

"Every time a controller is transferred to a new base, he or she must start over from scratch because one base



# skies

will differ from the next. All controllers are required to pass a test designed for that particular base. For the first few months you become a trainee again. So basically, every time you transfer to a new base you are putting your job on the line," said Tindell.

"But," Green said, "most of the time you really don't have to worry. The competition is tough in our business. Everyone is trying to outdo the next person and prove he's the best controller. So everyone tries to give 100 percent at all times. Therefore, the tests aren't as bad because you're used to giving your all.

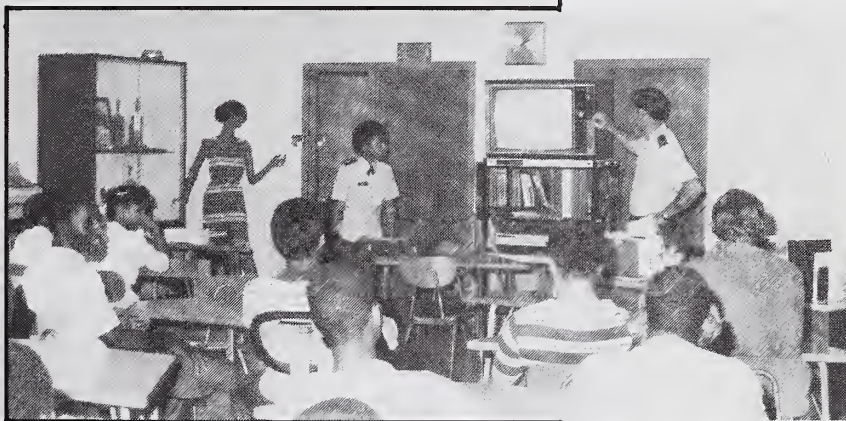
"And one great thing about being an Army air traffic controller is the experience you gain on the job. In the civilian world, a controller has to have at least three years' experience before he can even apply for this type of job. The Army believes in training on the job," she said.

Both team members agree that these skill clinics have really helped them as well as the students. "We don't always get the chance to tell other people about our jobs. To be able to go out and explain to people what we really do was a challenge. This was our first workshop, so we prepared and played it by ear. Each time we had a presentation to give we changed it to fit the group we talked to," Tindell said.

"We also tried to explain that air traffic controlling is just one of the many jobs that high school graduates can apply for. The Army really does help you to be all you can be," Tindell added.



*SP5 Venus Green and recruiter SFC Larry James look on while Wayne Tate examines a book on air traffic controllers with SSG Robert D. Tindell at the Skills Clinic in McComb, MS. Tate left for Air Traffic Controllers School at Fort Rucker, AL during the fall.*



*SP5 Venus Green and SSG Robert Tindell started their presentation with a video show on air traffic controllers.*



# Battalions hold conferences

*Recruiting battalions throughout the command held their annual training conferences and awards banquets during the past quarter as they honored their recruiting and soldier skills and recognized top achievers for fiscal year 1983. The Los Angeles battalion, one of the largest within USAREC, had an extremely successful recruiting year. A report on their conference follows.*

"Mission Box Accomplished for FY 1983! I don't know what you feel when you read that but as a recruiter myself, if you get a surge of pride nothing else needs to be said. What does MBA mean for Los Angeles? It means . . . recruiting battalion . . . has set a new standard never before attained and you were all an integral part of that success."

The above is part of the opening paragraph of the letter welcoming attendees to the Los Angeles Recruiting Battalion's annual sales conference and awards banquet during the last weekend in October.

The three-day event was a "communication conference," according to LTC John K. Swensson, who has commanded the Los Angeles recruiting activities for the past 15-months. "The recruiters must have a chance to participate and a chance to communicate. They must give to the management, the leadership of this command,

their thoughts and recommendations."

Under the guidance of CSM William G. Fitzpatrick, who departed the battalion following the conference to assume duties as Command Sergeant Major of the 5th Recruiting Brigade (SOUTHWEST), the Los Angeles recruiting team received formal classes, workshops and electives culminating with the banquet and awards presentations.

"We have a very young recruiting force," Fitzpatrick stated, "and we are constantly emphasizing training."

"We constantly talk to our soldiers, Swensson added. "We have continuous training in this battalion. Make the training meaningful and make it fun. You have to have fun. Recruiting can be fun."

Marketing, the fiscal year advertising campaign and salesmanship highlighted opening day conference activities.

CSM Glendon H. Sidwell, Command Sergeant Major of the Army Engineer Center Brigade, Ft. Belvoir, VA, provided an NCO professional development presentation to open the second day. Workshops included discussions on an effective high school program, prospecting mix, normal career progression for the OOR and recruiting in a tough market.

A half dozen elective workshops were presented the morning of the final day with family members invited to attend. Topics included health and fitness, stress management, legal advice and assistance, investments for the beginner, communications in marriage and health benefits and CHAMPUS.

## Good soldiers in Germany

"I want you to know that the people you have recruited that are over in Europe are good soldiers. I have a great deal of admiration for them," stated BG Daniel C. Helix, Commander of the 63d Army Reserve Command, Los Angeles, during his presentation

---

**"... the people you have recruited that are over in Europe are good soldiers. I have a great deal of admiration for them."**

---

as the guest speaker at the LA Recruiting Battalion's annual awards banquet and dining out.

Helix's remarks centered on a recent military trip just completed to Asia and Europe.

"For anyone who has not toured the border, and I know that there are many soldiers here tonight who have, I wish that the soldiers and American citizens that haven't had the opportunity could take a look at that border. That is reality and it is a grim reality," the general stated.

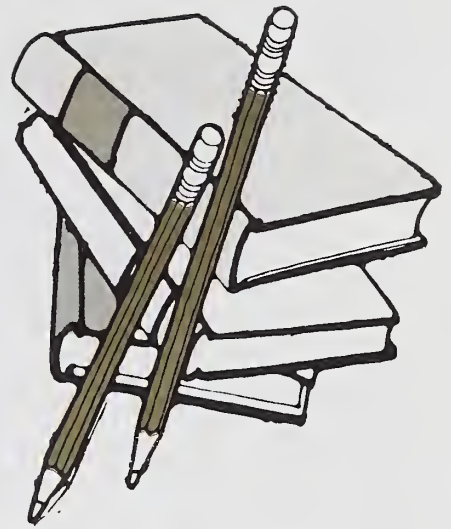
In conclusion, the general said, "I could not help but notice that there was a seminar on stress management during the conference. I have known for a long time that anyone that would be a recruiter has to be an expert on stress because you have to meet that contract day in and day out, week in and week out and if you don't understand stress by now, you never will. You seem to be handling it very well."

**LTC John K. Swensson, Los Angeles Recruiting Battalion Commander, presents trophies to SFC Paul F. Eisler, (left) as the top USAR recruiter, and a pair of awards to SSG Edward J. Winn for his Regular Army recruiting achievements.**





# Book reviews



**YOUNG PERSON'S GUIDE TO MILITARY SERVICE** by Jeff Bradley, the Harvard Common Press, 535 Albany Street, Boston, MA 02118, paperback \$6.95.

Author Bradley says the **Young Person's Guide to Military Service** is intended "neither to persuade people to join the armed forces nor to keep them out," but "to make sure young people know what they are getting into." He asks them to weigh the advantages and disadvantages of all the services and not to be in a rush to sign up.

In answer to a myriad of questions that young people ask about life in the military, Bradley addresses the military concept, the military system, and the individual's personality to guide the thoughts of those considering military service. The book covers training, terms of service, and opportunities with both active and reserve components of all services as well as the National Guard.

Bradley devotes an entire chapter to "bargaining with a recruiter." He explains the procedures of getting into the armed service, and elaborates on the five grades of discharge to include the special considerations for release based on dependency, hardship, erroneous enlistment, and conscientious objection.

Education and post-service benefits are generalized, but the sensitive issues of women and minorities in the military command separate chapters. Each service seems to be given equal billing concerning advantages and disadvantages. However, the importance of physical fitness for Army basic training is given a once-over-lightly compared to that of the Marines and the Navy. His hour-by-hour account of a typical day in Army basic training

includes physical training, but there is no mention of the requirement to pass a physical training test. However, he is very graphic in explaining what is expected by the Marine Corps, the Navy, and to a lesser extent, the Air Force.

Although the author identifies both the negative and positive aspects of the military, he reminds the reader that incidents of sexism and racism are also prevalent in the civilian sector. "The big difference," Bradley explains, "is that with almost any civilian situation if things don't go your way you can quit. Although it is possible to get out of the military before your hitch is over, it is difficult."

Bradley views military service commendably as service to the nation, but he does not profess that military service is for everyone. He advises the young person, "In considering whether or not to join, you need to examine the opportunities and yourself and find out just what you want from the military." (Reviewed by LTC Ronald T. Harmer, USAREC RO, Recruiter Support Division.)

**THE US WAR MACHINE: AN ENCYCLOPEDIA OF AMERICAN MILITARY EQUIPMENT AND STRATEGY** edited by Ray Bonds, Crown Publishers, Inc, One Park Ave., New York, NY 10016, \$10.95.

Containing over 500 photographs and text written by experts in their various fields as well as maps, comparative tables, charts and diagrams, this paperback encyclopedia investigates the following major topics of the US war machine:

- A chapter devoted to the history of US Armed Forces traces America's

emergence as a world military power to the present.

- A discussion of US national security reviews American-Soviet relations, defense alliances and treaties, America's involvement in Western Europe, Asia, the Middle East and Latin America and looks at the future of American national security policy.

- The Department of Defense is broken down into its five major levels — office of the Secretary of Defense, Joint Chiefs of Staff, the military departments, the defense agencies, and the field commands — and each is reviewed in terms of function and structure, personnel, etc.

- A chapter on the intelligence machine looks at intelligence requirements today, their importance, and the latest intelligence-gathering equipment.

- Present and future strategic nuclear forces and policies are described preceded by an outline of the development of these forces and changes in American thinking regarding them.

- The organization, structure, major missions, locations, strengths and combat equipment of each branch of service — Army, Navy, Air Force and Marines — are described separately.

- The final chapters of the book investigate US rockets and missiles by origin and physical description; the Reserves and National Guard in terms of readiness; personnel, equipment and emerging issues; and the US-Soviet balance. (Reviewed by USAREC PAO Staff)





## Command family member identified for award

**WASHINGTON D.C.** — Yvonne Lee was one of a dozen recipients Army-wide of the "Commanders' Award for Public Service" awarded in conjunction with Army Family Week in November. Her husband, Sgt. 1st Class Robert J. Lee, is a station commander assigned to the Los Angeles Rctg Bn.

The award, signed by the Army Chief of Staff, is presented for outstanding service to the local community. Lee was nominated by the Recruiting Command based on criteria that nominees must have made significant contributions in support of the Army family.

Eligible personnel for the awards included military members, government employees, members of the Reserve components, retirees, a family member of the above and private citizens.

Lee's nomination sheet read in part, "... (she) was

instrumental in the establishment of an Army Community Service (ACS) outreach program for soldiers and family members . . . (and) . . . has served as a point of contact for soldiers and family members needing assistance or information. This task is complicated by the fact that many of the families she supports live and work in the civilian community, remote from any major Army installation."

The nomination sheet continued, "... Mrs. Lee has greatly enhanced the image of the Army throughout her community and has played a key role in promoting the welfare of the soldier and family member in the Los Angeles Recruiting Battalion. She has worked hard to make the partnership of the Army and the family in the greater Los Angeles area a reality."

### Trio begin USAREC tours

**FT SHERIDAN, ILL** — A trio of senior officers assumed duties at USAREC headquarters: BG Willard Burleson, Jr., became Deputy Commanding General (East); COL John A. Renner is Chief of Staff, and COL Roland P. Scott, Senior USAR Advisor for Recruiting Operations.

Burleson is no stranger to recruiting having served in the mid-70's as commander of the Recruiting Battalion Long Island. He has spent the previous six years in Europe both with the 1st Armored Division and U.S. Army Europe. He arrived in USAREC in November.

Renner, formerly 1st Brigade Commander, 1st Infantry Division, Ft. Riley, KS, assumed duties last month. The Silver Star recipient is a native of Arizona and has earned a masters degree from George Washington University.

A former enlisted soldier, Scott has more than 29 years of commissioned service. His previous assignment was senior advisor to Army Readiness and Mobilization Region III, Ft. Meade, MD.

## Boards select best of year

**FORT SHERIDAN, ILL** — More than 25 soldiers and five civilian employees appeared before a USAREC "Best of 1983" selection board that convened in late November as the Command selected six category winners. "Competition was held to determine the best representative in the Regular Army Recruiter, Army Reserve Recruiter, GS Recruiting Specialist, Nurse Recruiter, New Recruiter and Soldier of the year categories," said Sgt. 1st Class Mitch Henley, NCOIC of USAREC's awards section and recorder for the selection board.

Brigades nominated one representative in each category and in addition, the Support Center and Headquarters Detachment, USAREC, each had one nominee in the Soldier of the Year competition.

Recommended by a special USAREC board as category winners "Best of '83" were Sgt. 1st Class Patrick J. Yassenak, Seattle Rctg Bn, Regular Army Recruiter; Sgt. 1st Class David L. Hayes, Denver Rctg Bn, Army

Reserve Recruiter; Rodger N. Ingram, New Orleans Rctg Bn, GS Recruiting Specialist; Sgt. 1st Class Ronald W. Jones, Raleigh Rctg Bn, Nurse Recruiter; Sgt. 1st Class Philip J. York, Denver Rctg Bn, New Recruiter, and Staff Sgt. Patricia C. Connell, St. Louis Rctg Bn, Soldier of the year. These nominees are pending final approval.

In separate actions, two additional boards met last month to select the career counselor and the civilian employee of the year. Both of these boards were held with records only, not with the individuals.

The March issue of *all VOLUNTEER* will feature those selected by the Command as "Best of 1983."



## Fitness menu offered to Army diners

**WASHINGTON** — Weight conscious soldiers who eat at Army Dining Facilities now have help in planning their daily meals to maintain their fitness.

Beginning this month, the monthly master menu is annotated to show "fitness food menu patterns" according to Army food service officials.

These identified items in the regular menu can be incorporated into low-calorie meals for soldiers on weight-control programs. The selected items, officials added, lend themselves to recipe modification, portion control or substitution.

Officials indicate the fitness menu will supply 1,500 calories a day. Breakfast will include limited servings of eggs, toast, cereal and breakfast meats. Lunch and dinner limit the serving portions of entrees and starch, and encourage the use of unbuttered vegetables and a green salad with low-calorie dressings. Desserts are limited to fresh and drained canned fruit, sherbet and gelatin.

These menus allow for the use of low-fat or skim milk, unsweetened coffee or tea and diet sodas. (ARNEWS)

## Need 600 soldiers for officer duty

**WASHINGTON** — More than 600 soldiers in combat service support specialties could soon exchange their stripes for bars according to officials at the U.S. Army Military Personnel Center.

The Army is looking for approximately 600 non-commissioned officers to fill warrant officer vacancies in the following five specialty areas: 310A, utilities operations and maintenance technician; 621A, engineer equipment repair technician; 630A, automotive repair technician; 761A, general supply technician, and 762A, support supply technician.

Soldiers in paygrades sergeant E-5 and above should contact their military personnel center or personnel action center to apply for appointment as warrant officers. Enlisted soldiers in paygrades sergeant first class and above may request appointment to chief warrant officer 2. (ARNEWS)

### news clips . . .

## FAMILY FURLOUGH FARE

Following extensive negotiations with several commercial airlines during the past six months, the Military Traffic Management Command (MTMC) announced that USAir agreed to a military family furlough fare program. The program became effective in November.

"We are happy to announce," MTMC officials noted, "that as a result of these negotiations, USAir has agreed to allow family members of active duty military personnel

Frontier Airlines is the second air carrier to offer discounts of up to 50 percent off coach fares to military family members when traveling with the servicemember. The discount fares are good for either one way or round trip travel.

traveling with their sponsors who are on leave, pass or within seven days of discharge, to purchase tickets for the same 50 percent discount USAir has offered to military members."

The new family program applies over all domestic routes. Travel must be on a round-trip basis and discount is off the normal round-trip coach fare. Reservations can be made anytime prior to departure and there are no planned blackout dates.

Maximum stay permitted for the round trip is one year. There is no minimum. Family tickets may not be issued against a Government Travel Request (GTR) or any other document issued by the government as payment for transportation.

## NEW CHAIRPERSON

Anne (Nancy) L. Schulze was appointed as the new chairperson of the Defense Advisory Committee on Women in the Services (DACOWITS).

Secretary of Defense Casper W. Weinberger appointed Schulze for a one-year term which began Jan. 1. Schulze succeeded Dr. Mary Evelyn Blagg Huey.

The committee assists and advises the Secretary of Defense on policies and matters pertaining to women in the services. (ARNEWS)

## WHAT'S FOR DINNER?

Approximately a quarter million soldiers and guests were served the Thanksgiving Day dinner this past holiday season according to analysts at the Army Troop Support Agency, Fort Lee, Va. More than 98 tons of roast turkey, almost 15 tons of shrimp and 27 tons of cranberry were consumed. The agency is already planning the special meals that will be served two years from now during the 1985 holiday season.





# Diagnostic Test

January 1984

1. Who has the authority to promote a nonprior service member of a troop program unit for making referrals who subsequently enlist in the DEP, USAR, or ARNG?

- a. Recruiting battalion commander
- b. TPU Commander
- c. Senior guidance counselor
- d. Commanding General, USAREC

2. Which regulation provides the authority to promote a NPS member of a TPU who makes referrals to a recruiter and subsequently enlists in the DEP, USAR, or ARNG?

- a. AR 601-210
- b. AR 600-200
- c. AR 140-158
- d. AR 140-10

3. For a NPS member of a TPU to be promoted to E-3 before going to IADT, he/she must have credit for \_\_\_\_\_ applicants enlisting in the DEP, USAR, or ARNG?

- a. 4
- b. 3 HSDG/HSSR
- c. 2 HSDG/HSSR
- d. Both a and b

4. An applicant enlisted for the band enlistment option. What would his pay grade be upon entering active duty?

- a. E-2
- b. E-3
- c. E-4
- d. Same as any other option

5. Any commander in the chain-of-command may decrease the requirement of an average of five appointments per week from the LRL, REACT referral, or the IRR List.

True \_\_\_\_\_ False \_\_\_\_\_

6. In which month will recruiters begin contacting high school juniors from the LRL?

- a. September
- b. January
- c. April and May
- d. June

7. An applicant must enlist in a TPU for how many years in order to qualify to enlist in the alternate training program?

- a. 4 X 2
- b. 3 X 3
- c. 6 X 0
- d. 3 X 0

8. Who has the authority to approve waivers at the battalion level?

- a. Battalion commander
- b. Battalion executive officer
- c. Battalion adjutant
- d. Battalion commander/battalion executive officer
- e. All of the above

9. The Personal Reference, DD Form 370, required for a moral waiver is valid for \_\_\_\_\_ days.

- a. 60 days
- b. 90 days
- c. 120 days
- d. 180 days

10. Police Record Checks, DD Form 369, required for a moral waiver is valid for \_\_\_\_\_ days.

- a. 30 days
- b. 45 days
- c. 60 days
- d. 90 days

11. What form is used to obtain a report from a Probation or Parole Officer?

- a. DD Form 370
- b. DD Form 369
- c. USAREC FL 31
- d. USAREC FL 41

12. Who has the responsibility for conducting all training, completing all required entries, and maintaining USAREC Pam 350-2, (TTE Handbook) reference a new recruiter?

- a. Battalion SGM
- b. Station commander
- c. Assistant company commander
- d. Company PDNCO

13. What pay grade would an RA applicant enter active duty if he successfully completed 30-59 classroom semester hours (45-89.5 quarter hours) of an accredited college program?

- a. E-2
- b. E-3
- c. E-3 with advancement to E-4 after 12 months with the recommendation of unit commander.
- d. E-4

14. Who is not authorized to obtain telephonic Police Record Checks?

- a. Commissioned officer
- b. Battalion operations officer
- c. Battalion senior PDNCO
- d. Assistant company commander

15. Who is responsible to review an applicant's forms and documents for completeness and accuracy prior to forwarding the applicant's packet to the MEPS?

- a. Assistant company commander
- b. Company commander
- c. Field recruiter
- d. Station commander

16. The JOIN system should be turned off whenever you have finished using the system and do not expect to use it again for at least:

- a. 15 minutes
- b. 30 minutes
- c. 45 minutes
- d. 60 minutes

17. What is the procedure to notify the JOIN system developers of a software malfunction, functional error, or an administrative error in software or publications, or to suggest changes?

- a. Customer Service Request (CSR)
- b. Equipment Change Proposal (ECP)
- c. JOIN Malfunction Telephone Log, USAREC Form 803
- d. Monthly Utilization Maintenance System (MUMS)

18. New diskettes, issued from supply, can be used after "Copying Disk" has been accomplished?

True \_\_\_\_\_ False \_\_\_\_\_

19. A program diskette can be removed from either disk drive while the red light is on?

True \_\_\_\_\_ False \_\_\_\_\_

20. When a USAR enlistee is sent for initial active duty training, what is the minimum amount of time he will be away from home?

- a. 16 weeks
- b. 8 weeks
- c. 12 weeks
- d. No specified period of time



## Diagnostic Test

- 1. b - (USAREC PAM 600-10, Page 9, Para 1).
- 2. a - (USAREC Reg 601-56, Para 7).
- 3. a - (USAREC Pam 40-2, 21 Oct 82, Page 1, Para C).
- 4. a - (USAREC Reg 350-7, Chap 3, Sec I, Para 3-5 E(5)).
- 5. b - (USAREC Pam 350-4, Sec II, Page 3, Para 6A).
- 6. c - (USAREC Pam 350-4, Dated July 83, Page 13, Para 15B).
- 7. c - (USAREC Pam 350-4, Sec VI, Page 29, Para 5).
- 8. d - (USAREC Pam 350-4, Sec IV, Page 13, Para 15A (3)).
- 9. b - (USAREC Pam 350-4, Dated July 83, Page 86, Sec VIII, Para 33).
- 10. c - (AR 601-210, Chap 5, Sec XI, Para 5-37).

## December 1983 Answers

- 11. a - (USAREC Reg 350-7, Sec II, Para 2-6A (5)).
- 12. c - (USAREC Reg 611-4, Para 7E).
- 13. b - (USAREC Pam 350-4, Dated July 83, Page 87, Sec VIII, Para 34).
- 14. True - (USAREC Reg 350-7, Sec I, Para 3-5E).
- 15. a - (USAREC Reg 350-7, Sec II, Para 2-6A(5)).
- 16. d - (USAREC Reg 350-7, Sec II, Para 3-1A(2)).
- 17. d - (USAREC Reg 350-7, Chap 4, Sec VI, Para 4-20C).
- 18. b - (USAREC Reg 350-7, Chap 2, Sec III, Para 2-9C).
- 19. a - (USAREC Reg 310-4, App A).
- 20. b - (USAREC Reg 600-26, Para 1-5E).



# 1983

This index lists articles from Volume 36, calendar year 1983 issues of all **VOLUNTEER**. The index is provided as a reference guide to topics covered throughout the year. Departments have not been indexed. Some articles may cover more than the indexed subject, but have been listed under the heading most indicative of the topic covered.

## **Advertising**

January - p. 4  
March - p. 14  
June/July - p. 9  
August/September - p. 10

## **Community and School Involvement/School Programs**

January - p. 20  
February - p. 28, 30  
March - p. 29  
June/July - p. 13, 14, 21, 26, 27  
October - p. 4, 6, 8, 10, 11, 12, 14, 15, 20

## **Education/Training**

April/May - p. 9, 12, 14, 24  
June/July - p. 24  
August/September - p. 22, 23

## **Information/History**

February - p. 20  
March - p. 20  
April/May - p. 22, 25  
June/July - p. 4  
August/September - p. 15  
December - p. 4, 6, 8, 10, 20, 22, 23, 27, 33

## **MOS/Special Additional Skills**

January - p. 13  
February - p. 31  
March - p. 35  
April/May - p. 35  
June/July - p. 34  
August/September - p. 35  
October - p. 31  
November - p. 34  
December - p. 35

## **QOL/Safety/Health & Fitness/Benefits**

February - p. 4, 5, 6, 14, 24  
October - p. 22  
November - p. 22

## **Reserve/National Guard/Retention**

August/September - p. 4, 6, 7, 8  
December - p. 21

## **Recruiting Operations/Tools**

March - p. 12, 24, 26  
April/May - p. 4, 6, 10  
June/July - p. 22  
November - p. 26  
December - p. 24

## **TAIR/COI/HRAP**

January - p. 24, 28  
February - p. 29  
March - p. 22  
April/May - p. 26, 30  
June/July - p. 6, 10, 12, 20  
October - p. 24, 27  
November - p. 24, 32  
December - p. 26, 34

## **Top Recruiters/Success Stories/One of A Kind**

January - p. 9  
February - p. 8, 10, 12  
March - p. 4-11  
April/May - p. 20, 23  
June/July - p. 28  
August/September - p. 20, 24, 26  
November - p. 4, 6, 8, 10, 12, 13, 14, 20  
December - p. 12



3 1262 09681 6615

# FLARE

# PROSPECTING

GOLD ORE  
New York  
Consolidated Co., Colorado